

UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT

F-16 AVIONIC SYSTEMS

AFSC 2A3X2

AFPT 90-2A3-085

APRIL 1997

19970620 080

OCCUPATIONAL MEASUREMENT SQUADRON
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION AND TRAINING COMMAND
1550 5TH STREET EAST
RANDOLPH AFB, TEXAS 78150-4449

DISTRIBUTION FOR AFSC 2A3X2 OSR

	<u>OSR</u>	<u>ANL</u> <u>EXT</u>	<u>ACTIVE</u> <u>TNG</u> <u>EXT</u>	<u>JOB</u> <u>INV</u>	<u>GUARD/</u> <u>RES</u> <u>TNG</u> <u>EXT</u>
AFOMS/OMDQ	1				
AFOMS/OMYXL	10		5	10	5
AL/HRMM	2				
AL/HRTE	1		1		1
ANG/LGMM (3500 FETCHET AVENUE, ANDREW AFB MD 20762-5000)	3		3		3
ARMY OCCUPATIONAL SURVEY BRANCH	1				
CCAF/AYX	1				
DEFENSE TECHNICAL INFORMATION CENTER	2				
HQ ACC/DPTTF	3		3		3
HQ AETC/DPPEE	3		3		3
HQ AFMC/DPUE	3		3		3
HQ AFPC/DPAAD5	1				
HQ AFPC/DPPAPC	1				
HQ AFRES/LGQ (155 2ND STREET, ROBINS AFB GA 31088- 5000)	3		3		3
HQ AFSOC/DPPMT	2		2		2
HQ PACAF/DPAET	3		3		3
HQ USAF/ILMM	1		1		1
HQ USAFE/DPATTJ	3		3		3
HQ USMC/STANDARDS BRANCH	1				
NAVMAC	1				
USAFAMS/DTMP	1		1	1	1
162 FW/LGGGS48 (1800 EAST PERIMETER WAY, TUCSON, AZ 85706-6082)	1		1		1
365 TRS/DOP (709 G AVENUE, STOP 242, SHEPPARD AFB TX 76311-2856)	3	1	3	1	3
782 TRG/TTS (826 G AVENUE, STE 4, STOP 20, SHEPPARD AFB TX 76311-2858)	1		1		1

TABLE OF CONTENTS

	<u>PAGE NUMBER</u>
PREFACE	viii
SUMMARY OF RESULTS	x
INTRODUCTION	1
Background.....	1
SURVEY METHODOLOGY	2
Inventory Development	2
Survey Administration	2
Survey Sample.....	3
Task Factor Administration	4
SPECIALTY JOBS (Career Ladder Structure).....	5
Overview of Specialty Jobs	5
Group Descriptions.....	8
Comparison to Previous Study	18
ANALYSIS OF DAFSC GROUPS	26
Skill-Level Descriptions.....	26
Summary.....	26
TRAINING ANALYSIS	76
First-Enlistment Personnel	76
Training Emphasis (TE) and Task Difficulty (TD) Data	84
Specialty Training Standard (STS).....	88
JOB SATISFACTION ANALYSIS	90
IMPLICATIONS.....	96

THIS PAGE INTENTIONALLY LEFT BLANK

TABLE OF CONTENTS
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 1 COMMAND DISTRIBUTION OF 2A3X2 PERSONNEL	3
TABLE 2 PAYGRADE DISTRIBUTION OF SURVEY SAMPLE	4
TABLE 3 RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS	19-21
TABLE 4 SELECTED BACKGROUND DATA FOR SPECIALTY JOBS	22-24
TABLE 5 SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1991 SURVEYS.....	25
TABLE 6 DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING) (DAFSC 2A332A)	29
TABLE 7 DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING) (DAFSC 2A332B).....	30
TABLE 8 DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING) (DAFSC 2A332C).....	31
TABLE 9 DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING) (DAFSC 2A352A)	32
TABLE 10 DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING) (DAFSC 2A352B).....	33
TABLE 11 DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING) (DAFSC 2A352C).....	34
TABLE 12 DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS (PERCENT RESPONDING) (DAFSC 2A372)	35
TABLE 13 RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS (DAFSC 2A332A).....	36
TABLE 14 RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS (DAFSC 2A332B).....	37
TABLE 15 RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS (DAFSC 2A332C).....	38
TABLE 16 RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS (DAFSC 2A352A).....	39
TABLE 17 RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS (DAFSC 2A352B).....	40
TABLE 18 RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS (DAFSC 2A352C).....	41

TABLE OF CONTENTS (CONTINUED)
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 19 RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS (DAFSC 2A372).....	42
TABLE 20 REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2A332A PERSONNEL.....	43
TABLE 21 REPRESENTATIVE TASKS PERFORMED BY <u>ACTIVE DUTY</u> 2A332A PERSONNEL	44
TABLE 22 REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 2A332A PERSONNEL	45
TABLE 23 REPRESENTATIVE TASKS PERFORMED BY <u>AFRES</u> 2A332A PERSONNEL	46
TABLE 24 REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2A332B PERSONNEL	47
TABLE 25 REPRESENTATIVE TASKS PERFORMED BY <u>ACTIVE DUTY</u> 2A332B PERSONNEL	48
TABLE 26 REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 2A332B PERSONNEL	49
TABLE 27 REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2A332C PERSONNEL	50
TABLE 28 REPRESENTATIVE TASKS PERFORMED BY <u>ACTIVE DUTY</u> 2A332C PERSONNEL	51
TABLE 29 REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 2A332C PERSONNEL	52
TABLE 30 REPRESENTATIVE TASKS PERFORMED BY <u>AFRES</u> 2A332C PERSONNEL	53
TABLE 31 REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2A352A PERSONNEL.....	54
TABLE 32 REPRESENTATIVE TASKS PERFORMED BY <u>ACTIVE DUTY</u> 2A352A PERSONNEL	55
TABLE 33 REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 2A352A PERSONNEL.....	56
TABLE 34 REPRESENTATIVE TASKS PERFORMED BY <u>AFRES</u> 2A352A PERSONNEL	57
TABLE 35 TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY DAFSCs 2A332A AND 2A352A PERSONNEL (PERCENT MEMBERS PERFORMING).....	58
TABLE 36 REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2A352B PERSONNEL	59
TABLE 37 REPRESENTATIVE TASKS PERFORMED BY <u>ACTIVE DUTY</u> 2A352B PERSONNEL	60
TABLE 38 REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 2A352B PERSONNEL	61

TABLE OF CONTENTS (CONTINUED)
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 39 REPRESENTATIVE TASKS PERFORMED BY <u>AFRES</u> 2A352B PERSONNEL	62
TABLE 40 TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY DAFSCs 2A332B AND 2A352B PERSONNEL (PERCENT MEMBERS PERFORMING)	63
TABLE 41 REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2A352C PERSONNEL	64
TABLE 42 REPRESENTATIVE TASKS PERFORMED BY <u>ACTIVE DUTY</u> 2A352C PERSONNEL	65
TABLE 43 REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 2A352C PERSONNEL	66
TABLE 44 REPRESENTATIVE TASKS PERFORMED BY <u>AFRES</u> 2A352C PERSONNEL	67
TABLE 45 TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY DAFSCs 2A332C AND 2A352C PERSONNEL (PERCENT MEMBERS PERFORMING)	68
TABLE 46 REPRESENTATIVE TASKS PERFORMED BY <u>ALL</u> 2A372 PERSONNEL	69
TABLE 47 REPRESENTATIVE TASKS PERFORMED BY <u>ACTIVE DUTY</u> 2A372 PERSONNEL	70
TABLE 48 REPRESENTATIVE TASKS PERFORMED BY <u>ANG</u> 2A372 PERSONNEL	71
TABLE 49 REPRESENTATIVE TASKS PERFORMED BY <u>AFRES</u> 2A372 PERSONNEL	72
TABLE 50 TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY DAFSCs 2A352A AND 2A372 PERSONNEL (PERCENT MEMBERS PERFORMING)	73
TABLE 51 TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY DAFSCs 2A352B AND 2A372 PERSONNEL (PERCENT MEMBERS PERFORMING)	74
TABLE 52 TASKS WHICH BEST DIFFERENTIATE BETWEEN ACTIVE DUTY DAFSCs 2A352C AND 2A372 PERSONNEL (PERCENT MEMBERS PERFORMING)	75
TABLE 53 RELATIVE PERCENT TIME SPENT ON DUTIES BY FIRST-ENLISTMENT PERSONNEL (N=308)	78
TABLE 54 REPRESENTATIVE TASKS PERFORMED BY 2A3X2 FIRST-ENLISTMENT PERSONNEL (N=308)	79
TABLE 55 RELATIVE PERCENT TIME SPENT ON DUTIES BY AFSC 2A3X2 1-18 MONTHS TAFMS (MRT) (N=88)	80

TABLE OF CONTENTS (CONTINUED)
(Tables, Figures, Appendices)

	<u>PAGE NUMBER</u>
TABLE 56 REPRESENTATIVE TASKS PERFORMED BY AFSC 2A3X2 1-18 MONTHS TAFMS (MRT) (N=88).....	81
TABLE 57 EQUIPMENT USED OR OPERATED BY 30 PERCENT OR MORE ACTIVE DUTY FIRST-ENLISTMENT AFSC 2A3X2 PERSONNEL	82
TABLE 58 FORMS USED BY 30 PERCENT OR MORE ACTIVE DUTY FIRST- ENLISTMENT AFSC 2A3X2 PERSONNEL.....	83
TABLE 59 TASKS RATED HIGHEST IN TRAINING EMPHASIS	85
TABLE 60 TASKS RATED HIGHEST IN TASK DIFFICULTY (FIRST JOB, FIRST ENLISTMENT, AND 3-SKILL LEVEL).....	86
TABLE 61 TASKS RATED HIGHEST IN TASK DIFFICULTY (5-SKILL LEVEL AND 7-SKILL LEVEL)	87
TABLE 62 EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE GROUP MEMBERS AND NOT REFERENCED TO THE STS.....	89
TABLE 63 COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS (PERCENT MEMBERS RESPONDING)	91
TABLE 64 COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY TAFMS GROUPS (PERCENT MEMBERS RESPONDING).....	92
TABLE 65 COMPARISONS OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS (PERCENT MEMBERS RESPONDING).....	93-95
 FIGURE 1 AFSC 2A3X2 CAREER LADDER JOBS (N=1,366).....	 7
FIGURE 2 DISTRIBUTION OF 2A3X2 FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALTY JOBS (N=308)	77
 APPENDIX A SELECTED REPRESENTATIVE TASKS PERFORMED BY SPECIALTY JOB GROUPS.....	 97

PREFACE

This report presents the results of an Air Force Occupational Survey of the F-16 Avionic Systems career ladder, Air Force Specialty Code (AFSC) 2A3X2A/B/C. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The survey instrument was developed by Mr. Robert E. Boerstler, who also analyzed the data and wrote the final report. Computer programming support and administrative support was provided by Mr. Tyrone Hill and Mr. Richard G. Ramos, respectively. This report has been reviewed and approved by Lieutenant Colonel Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS, Attention: Chief, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph AFB Texas 78150-4449 (DSN 487-6623).

RICHARD C. OURAND, JR., Lt Col, USAF
Commander
Air Force Occupational Measurement Squadron

JOSEPH S. TARTELL
Chief, Occupational Analysis Flight
Air Force Occupational Measurement Squadron

THIS PAGE INTENTIONALLY LEFT BLANK

SUMMARY OF RESULTS

1. **Survey Coverage:** The F-16 Avionic Systems career ladder was surveyed to provide current job and task data for use in updating career ladder documents and training programs. Survey results are based on responses from 1,366 Active Duty (AD), Air National Guard (ANG), and Air Force Reserve (AFRES) respondents, accounting for 57 percent of the total population surveyed.
2. **Specialty Jobs:** Fifteen jobs were identified in the career ladder structure analysis. Six of them totally oriented toward technical task performance of the F-16 and F-117 avionic systems and accounting for 75 percent of the population. The remaining nine are primarily support, supervisory, and management in nature.
3. **Career Ladder Progression:** Skill-level progression for members of this AFSC is typical of most career ladders. Three-skill level personnel spend the vast majority of their job time performing technical tasks in the various F-16/F-117 Avionic Systems jobs. At the 5-skill level, personnel are still heavily involved in F-16/F-117 Avionic Systems technical tasks. Personnel at the 7-skill level begin to become involved with workcenter supervision. ANG and AFRES 7-skill level personnel are more involved in technical tasks than their AD counterparts.
4. **Training Analysis:** The current Specialty Training Standard is well supported by survey data to provide training for the three current shreds of the AFSC. Several tasks were identified which are not currently being taught in the AFSC awarding courses and may be considered for inclusion in future training courses.
5. **Job Satisfaction:** In general, job satisfaction among AFSC 2A3X2 personnel is very good. Similar findings were noted when the current survey was compared to the previous survey and to the comparative sample of similar AFSCs. Respondents within the various job groups are satisfied with their jobs. First-enlistment personnel across several jobs responded with very low reenlistment intentions.
6. **Implications:** The current AFSC 2A3X2 career ladder structure reflects an overall normal job progression. Fifteen specific jobs were identified in the career ladder. Overall, job satisfaction is very good among career ladder incumbents. Reenlistment intentions for first-enlistment airmen is very low, even though they find their job interesting and perceive their talents and training as well utilized.

THIS PAGE INTENTIONALLY LEFT BLANK

**OCCUPATIONAL SURVEY REPORT (OSR)
F-16 AVIONIC SYSTEMS
(AFSC 2A3X2A/B/C)**

INTRODUCTION

This is a report of an occupational survey of the F-16 Avionic Systems career ladder conducted by the Air Force Occupational Measurement Squadron. The current F-16 Avionic Systems career ladder was created in October 1993 with the conversion from AFSC 452X2 to AFSC 2A3X2 under the "whole new classification system". Survey data will be used to identify current utilization patterns among career ladder personnel and evaluate career ladder documents and training programs. The last OSR published for the F-16 Avionic Systems career ladder was April 1991.

Background

As described in the AFMAN 36-2108 *Specialty Description*, dated October 1994, F-16 Avionic Systems personnel perform and manage installation, maintenance, and modification of F-16 Avionic Systems equipment. Duties include: performing preventive and scheduled maintenance, repairing, monitoring, installing, and modifying F-16 Avionic Systems equipment, and maintaining inspection and maintenance records of F-16 Avionic Systems equipment. More senior members inspect, evaluate and manage F-16 Avionic Systems equipment maintenance activities.

Personnel entering the AFSC 2A3X2 career ladder must attend the Electronic Principles course at Lackland AFB prior to attending one of the three shredded F-16 Avionic Systems Equipment Maintenance Apprentice courses at Sheppard AFB TX. Upon completion of this shredded basic course, the members are awarded the 3-skill level (2A332A, B, or C). These courses provide training in the knowledge and skills necessary to perform the duties of avionic maintenance personnel in Attack Control Systems, Instrument and Flight Control Systems, and Communication, Navigation, and Penetration Aids Systems of the F-16. Currently the F-117 systems are not taught in the 3-skill level AFSC awarding courses.

Entry into this career ladder currently requires an Armed Forces Vocational Aptitude Test Battery score of ELECTRONIC - 67; a strength factor of "K" (Weight lift of 70 lbs) is also required.

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Air Force Personnel Test 90-2A3-085, dated February 1996. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 19 subject-matter experts (SMEs) at the technical training location and at the following installations:

<u>BASE</u>	<u>UNIT VISITED</u>
Sheppard AFB TX	365 TRS/DOP
Hill AFB UT	388 OG/OGS
Shaw AFB SC	20 OG/OSP
Tucson ANGB AZ	162 FG/LGM
Luke AFB AZ	56 OSS/OSPA
Holloman AFB AZ	49 OG/CEM

The resulting JI contains a comprehensive listing of 557 tasks grouped under 22 duty headings, and a background section requesting such information as grade, MAJCOM assigned, organizational level, job title, functional area, component status, schedule or shift worked, type aircraft maintained, type of equipment used or operated, and forms used.

Survey Administration

From June 1996 through October 1996, base training offices at operational units worldwide administered the inventory to eligible AFSC 2A3X2 personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX. Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent). To determine relative time spent for

each task checked by a respondent, all of the incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each task rating is then divided by the total task ratings and multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

Survey Sample

Personnel were selected to participate in this survey so as to ensure an accurate representation across major commands (MAJCOM) and military paygrade groups. All eligible AFSC 2A3X2A/B/C personnel were mailed survey booklets. Table 1 reflects the percentage distribution, by MAJCOM, of assigned AFSC 2A3X2 personnel as of March 1996. The 1,366 respondents in the final sample represent 53 percent of the total assigned personnel and 57 percent of the total personnel surveyed. Table 2 reflects the paygrade distribution for these AFSC 2A3X2 personnel.

TABLE 1

COMMAND DISTRIBUTION OF 2A3X2 PERSONNEL

COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
ACC	26	28
AETC	11	13
PACAF	11	12
USAFE	7	6
AFMC	4	4
ANG	35	32
AFRES	6	5

TOTAL ASSIGNED = 2,598*

TOTAL SURVEYED = 2,396**

TOTAL IN SURVEY SAMPLE = 1,366

PERCENT OF ASSIGNED IN SAMPLE = 53%

PERCENT OF SURVEYED IN SAMPLE = 57%

* Assigned strength as of March 1996

** Excludes personnel in PCS, student, or hospital status, or less than 6 weeks on the job

TABLE 2
PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

GRADE	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
E-1 - E-3	9	11
E-4	37	38
E-5	24	23
E-6	16	16
E-7	12	10
E-8	2	2
E-9	0	0

* Assigned strength as of March 1996

Both Command and Paygrade distribution of the survey sample are close to the percent assigned. This indicates the sample is a true representation of the career ladder population.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 2A3X2 personnel (generally E-6 or E-7 craftsmen) also completed a second booklet for either training emphasis (TE) or task difficulty (TD). These booklets were processed separately from the JIs. This information is used in a number of different analyses discussed in more detail within the report.

Training Emphasis (TE): TE is a rating of the amount of emphasis that should be placed on tasks in entry-level training. The 83 senior NCOs who completed a TE booklet were asked to select tasks they felt required some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at

resident technical schools, field training detachments, mobile training teams, formal on-the-job-training (OJT), or any other organized training method. Interrater agreement for these 83 raters was acceptable. The average TE rating was 2.98, with a standard deviation of 1.97. Any task with a TE rating of 4.95 or above is considered to have high TE.

Task Difficulty (TD): TD is an estimate of the amount of time needed to learn how to do each task satisfactorily. The 79 senior NCOs who completed TD booklets were asked to rate the difficulty of each task using a 9-point scale (extremely low to extremely high). Interrater reliability was acceptable. Ratings were standardized, so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn.

When used in conjunction with the primary criterion of percent members performing, TE and TD ratings can provide insight into first-enlistment personnel training requirements. Such insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

SPECIALTY JOBS (Career Ladder Structure)

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group, or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the Job. When two or more jobs have a substantial degree of similarity, in tasks performed and time spent on tasks, they are grouped together and identified as a Cluster. The structure of the career ladder is then defined in terms of jobs and clusters of jobs.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, 15 independent jobs were identified within the career ladder. Figure 1 illustrates the jobs performed by AFSC 2A3X2 personnel.

A listing of these jobs is provided below. The stage (ST) number shown beside each title references computer printed information, the letter "N" indicates the number of personnel in each group.

- I. AIRCRAFT GENERATION JOB (ST066, N=17)
- II. "A" SHOP JOB (ST122, N=121)
- III. "B" SHOP JOB (ST170, N=32)
- IV. "C" SHOP JOB (ST099, N=71)
- V. F-16 INTEGRATED AVIONICS JOB (ST237, N=742)
- IV. F-117A INTEGRATED AVIONICS JOB (ST261, N=56)
- VII. MAINTENANCE TRAINING SUPERVISOR JOB (ST116, N=10)
- VIII. INSTRUCTOR JOB (ST038, N=18)
- IX. DEBRIEFING JOB (ST078, N=23)
- X. EQUIPMENT SUPPORT JOB (ST062, N=22)
- XI. EXPEDITER JOB (ST086, N=9)
- XII. QUALITY ASSURANCE JOB (ST090, N=26)
- XIII. SUPERVISOR JOB (ST085, N=78)
- XIV. SAFETY/SECURITY JOB (ST077, N=7)
- XV. TECHNICAL ORDER DISTRIBUTION ACCOUNT JOB (ST103, N=8)

The respondents forming these jobs account for 92 percent of the survey sample. The remaining 8 percent, for one reason or another, did not group into one of these jobs. Examples of job titles for these people include CDC Writer, Dormitory Manager, Mobility NCO, Hazardous Waste Manager, Resource Advisor, and Special Projects Manager.

AFSC 2A3X2 CAREER LADDER JOBS (N=1,366)

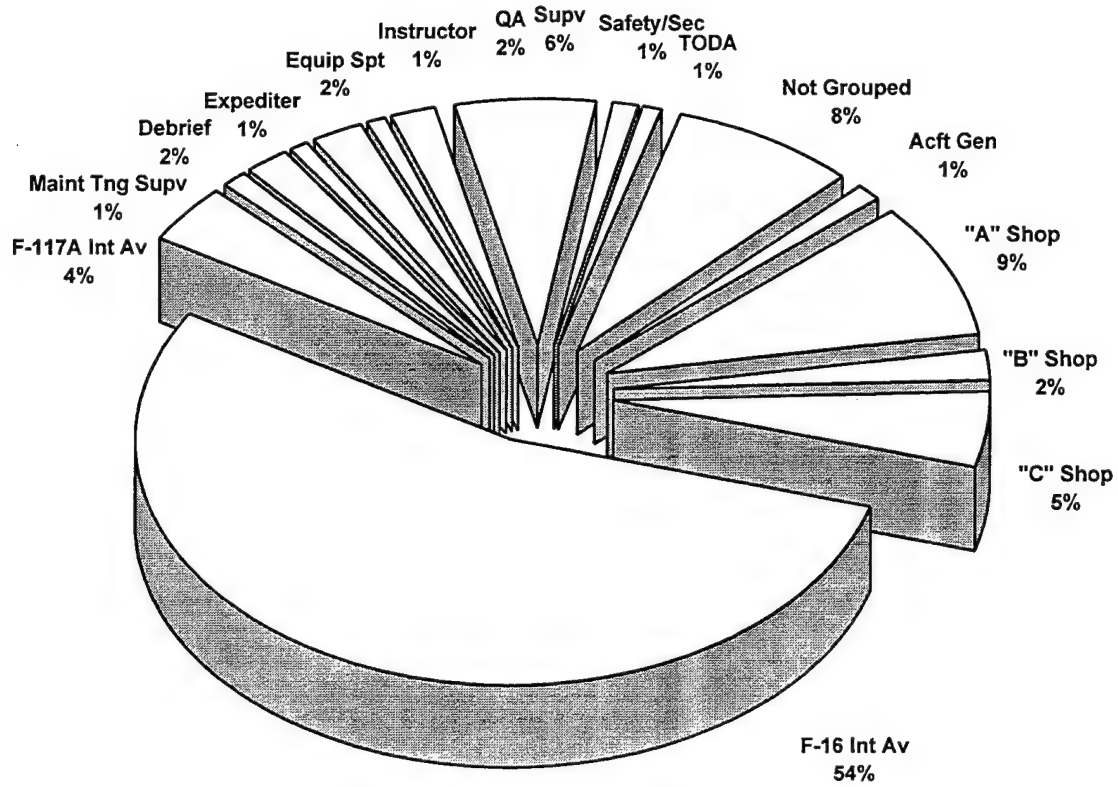


FIGURE 1

Group Descriptions

The following paragraphs contain brief descriptions of the jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of these specialty jobs. Selected background data for these jobs are provided in Table 4. Representative tasks for all the groups are contained in Appendix A. Table 5 shows a job comparison between the current and 1991 surveys.

I. AIRCRAFT GENERATION JOB (ST066). The 17 airmen performing this job (only 1 percent of the survey sample) represent avionics personnel who spend a high percentage of their time performing aircraft generation duties. This means more general F-16/F-117 Avionic Systems maintenance tasks, which are closely associated with quick fixes to support sortie generation, such as operational checks and preflight alignments, along with the Cross Utilization Training (CUT) tasks, such as launching and recovering aircraft. They perform an average of 80 tasks indicating a relatively narrow job, with 39 percent of their time performing tasks of General Avionic Maintenance Activities (Duty F) and 12 percent of their time performing tasks of General Aircraft or CUT Activities (Duty V) as reflected in Table 3. Distinctive tasks performed include:

- operationally check INSs
- operationally check UFCs
- operate head up display (HUD) systems for integrated troubleshooting
- remove or install glare shields
- launch or recover aircraft
- inspect flightline support equipment
- operationally check panel lighting
- perform preflight INS alignments

The majority of these airmen hold either the 2A332A- or 2A352B-skill level. All job incumbents are in their first enlistment. The average time in the career field is only 27 months. The predominant paygrade is E-5. Forty-one percent are Active Duty (AD), 41 percent are Air National Guard (ANG), and 18 percent are Air Force Reserve (AFRES), which indicates like utilization across the total force. One-hundred percent of the AD respondents are in their first enlistment. Furthermore, 82 percent of these members report they are assigned to units within the United States.

II. "A" SHOP JOB (ST122). The 121 airmen forming this job (9 percent of the survey sample) are fairly evenly divided between 3- and 5-skill level "A" shred personnel. This job reflects the initial assignment of personnel after completing the "A" shred technical school.

They perform an average of 129 tasks, indicating their diversity in performing both general avionics tasks and those associated with "A" Shop Attack Control Systems duties. Distinct tasks performed include:

- operationally check INSS
- operationally check HUD systems
- remove or install HUD system LRUs
- remove or install FCR system LRUs
- remove or install INS LRUs
- isolate malfunctions to FCR system LRUs
- operate FCCs or GACs for integrated avionic systems
- operate FCR for operational checks or troubleshooting of other systems
- operate head up display (HUD) systems for integrated troubleshooting
- isolate malfunctions to fire control computers (FCCs) or general avionics computers (GACs)
- interpret BIT results on FCR systems
- operationally check FCC or GAC systems

Predominant paygrades in this job are E-3 and E-4. Their average time in service is 36 months and average time in the career field is only 31 months. Seventy-nine percent are AD, 19 percent ANG, and only 2 percent AFRES. Eighty-five percent of these members report they are assigned to units within the United States..

III. "B" SHOP JOB (ST170). The 32 airmen forming this job (2 percent of the survey sample) are distinguished by spending 43 percent of their time on "B" shred Instrument and Flight Control Systems duties (Table 3). Another 26 percent of their time is spent performing General Avionic Maintenance tasks. The respondents forming this job, like the previous "A" Shop Job, are initially trained in the "B" shred and perform in that capacity initially until they gain experience in the other two shreds. They average 140 tasks, indicating the diversity of this job. Typical tasks performed by these airmen are:

- remove or install flight control system LRUs
- perform flight control systems self-tests or BITs
- calibrate fuel quantity indicating systems
- isolate malfunctions of flight control systems
- remove or install central air data system LRUs
- isolate malfunctions of fuel quantity indicating systems
- perform flight control manual trim checks
- operationally check fuel quantity indicating systems

- operationally check AOA indicating systems
- isolate malfunctions of air data systems
- inspect aircraft wiring
- isolate malfunctions of central air data computers (CADC)
- operationally check central air data systems

Like the "A" Shop Job personnel, the "B" Shop Job personnel are evenly divided between 3- and 5-skill levels. The average time in the career field is 40 months and the average time in the service is 4 years. The predominant paygrades are E-4 and E-5. Sixty-three percent are AD and 37 percent are ANG. Ninety-eight percent of these members report they are assigned to units within the United States.

IV. "C" SHOP JOB (ST099). Comprising 5 percent of the survey sample, these 71 airmen perform the tasks associated with "C" shred functions. Like the two previous jobs, this is one of the last remains of the utilization of shreds within the AFSC before becoming integrated to perform nose to tail avionics functions. They average 97 tasks, with 50 percent of their time spent performing distinct COMM/NAV/PEN Aids activities (Table 3). Representative tasks performed by this job include:

- remove or install UHF system LRUs
- insert mode-4 code
- operationally check UHF systems
- operationally check VHF systems
- isolate malfunctions of UHF systems
- remove or install VHF system LRUs
- isolate malfunctions of VHF systems
- remove or install UHF antennas
- remove or install RTWS LRUs
- insert codes into secure voice units
- operationally check TACAN systems
- operationally check intercommunication systems
- operationally check secure voice systems
- operationally check IFF systems

The average time in service for this job is just 25 months and the average time in service is 35 months. Again, the majority of personnel in this job hold the 3 or 5-skill level. The predominant paygrades are E-3 to E-5. Fifty-six percent are AD, 38 percent are ANG, and 8 percent are AFRES. Ninety-three percent are assigned within the continental United States.

V. F-16 INTEGRATED AVIONICS JOB (ST237). The 742 members of this job perform the core job of the career ladder. They account for 54 percent of the career ladder and reflect how the field is functioning as a shredless AFSC. These airmen perform an average of 266 tasks, the broadest of the career ladder, which reflects the diversity of the tasks performed on all of the F-16 avionic systems. This job has fairly even distribution of percent time spent across Attack Control Systems, Instrument and Flight Control Systems, and COMM/NAV/PEN Aids systems (Table 3). Commonly performed tasks include:

- operate interphone systems to troubleshoot integrated avionics systems
- inspect aircraft wiring
- remove or install UHF system LRUs
- remove or install cannon-plug or wafer connectors
- operationally check HSIs
- remove or install HSIs
- operationally check UHF systems
- operationally check INSs
- operate head up display (HUD) systems for integrated troubleshooting
- remove or install INS LRUs
- remove or install FCR system LRUs
- operationally check VHF systems
- operationally check HUD systems
- remove or install avionic systems relays or relay matrixes
- remove or install UHF antennas

Twenty percent of the members of this job hold the 5-skill level and 38 percent report holding the 7-skill level. The average time in service is almost 7 years and the average time in the career ladder is almost 8 years. Fifty-four percent of the incumbents of this job are AD, 41 percent are ANG, and 5 percent are AFRES. Only 19 percent are assigned overseas.

VI. F-117A INTEGRATED AVIONICS JOB (ST261). Comprising 4 percent of the survey sample, these 56 airmen are performing nose to tail avionic functions on the F-117. Like the F-16, these job incumbents are performing as a shredless AFSC maintaining Attack Control Systems, Instrument and Flight Control Systems, and COMM/NAV/PEN Aids Systems. As seen in Table 3, these members perform the tasks of nearly every duty. Members perform an average of 187 tasks, which include some of the F-117 specific systems such as the infrared acquisition and designation (IRAD) and navigation interface autopilot computer (NIAC). Representative tasks include:

- remove or install IRAD LRUs
- perform BIT on NIACs
- remove or install LOIS LRUs
- operationally check ADIs
- isolate malfunctions of navigation interface autopilot computers (NIACs)
- remove or install NIAC LRUs
- adjust avionic systems minor hardware, such as control knobs
- remove or install UHF antennas
- isolate malfunctions of UHF antennas
- remove or install AHRS LRUs
- operationally check ILS systems
- perform BIT of IRAD systems

Thirty percent of these members hold a 7-skill level. The average time in the career ladder is almost 6 1/2 years, with an average 7 1/2 years in service. The paygrades range from E-4 to E-5. Since there are no F-117s in the Reserve Forces, all incumbents are AD. Furthermore, 98 percent of these members report they are assigned within the United States.

VII. MAINTENANCE TRAINING SUPERVISOR JOB (ST116). The 10 members of this job are responsible for the supervisory functions of various types of maintenance training activities. They are either Field Training Instructor Supervisors or Maintenance Training Supervisors. They perform an average of 207 tasks, which reflects their diversity of performing both supervisory and technical tasks. Distinctive tasks performed include:

- plan or schedule work assignments or priorities
- determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace
- initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series
- conduct self-inspections or self-assessments
- counsel subordinates concerning personal matters
- determine or establish work assignments or priorities
- develop self-inspection or self-assessment program checklists
- write performance reports or supervisory appraisals
- supervise military personnel
- direct training functions

Ninety percent of the members in this specialty job hold a 7-skill level and 100 percent are AD. The predominant paygrades range from E-6 to E-7. Total time in service averages over 15 1/2 years, while averaging just over 11 1/2 years in the career field. Eighty percent report being assigned to units in the United States.

VIII. INSTRUCTOR JOB (ST038). The 18 members in this job are instructors at either the technical school or field training. As reflected in Table 3, these airmen spend 32 percent of their time performing training activities within Duty B. They represent 1 percent of the sample and perform an average of only 47 tasks, indicating their specialization as instructors. Typical of the training related tasks performed by this job are:

- personalize lesson plans
- administer or score tests
- conduct formal course classroom training
- evaluate progress of trainees
- counsel trainees on training progress
- evaluate personnel for compliance with performance standards
- inspect training materials or aids for operation or suitability
- maintain technical order libraries
- inventory equipment, tools, parts, or supplies
- initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series
- maintain training records or files
- develop training materials or aids
- establish or maintain study reference files

Thirty-nine percent of these members are 7-skill levels and 100 percent are AD. The predominant paygrades are E-5 and E-6. They average over 12 years in the service and just over 10 years in the career field. All members of this job are assigned within the United States.

IX. DEBRIEFING JOB (ST078). Comprising only 2 percent of the survey sample, these 23 airmen are performing debriefing activities of Duty C, which consumes 68 percent of their time, the highest percentage of any other job. Additionally, 18 percent of their time is spent performing the supervisory and management tasks of Duty A (Table 3). Members perform an average of only 15 tasks, reflecting their narrow specialty as maintenance debriefers. Common tasks include:

- access core automated maintenance system (CAMS) menus and data screens
- retrieve CAMS listings or reports

- review aircraft flight or maintenance records, such as AF Forms 781 series
- verify accuracy of CAMS daily inputs
- initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series
- update maintenance data collection (MDC) data in CAMS
- update historical reports in CAMS
- analyze CAMS data

Forty-three percent of this job hold the 7-skill level, with the predominant paygrades of E-4 to E-6. The average time in the career ladder is just over 7 years, with members averaging just under 8 years in service.

X. EQUIPMENT SUPPORT JOB (ST062). The 22 members of this job comprise only 2 percent of the survey sample. As reflected in Table 3, these airmen spend 37 percent of their time performing general supply and equipment activities within Duty E, by far the highest of any job in the career ladder. They perform an average of only 40 tasks, indicating their specialization. Tasks which distinguish this job from the others include:

- inventory equipment, tools, parts, or supplies
- evaluate serviceability of equipment, tools, parts, or supplies
- pick up or deliver equipment, tools, parts, or supplies
- identify and report equipment or supply problems
- initiate requisitions for equipment, tools, parts, or supplies
- store equipment, tools, parts, or supplies
- issue or log turn-ins of equipment, tools, parts, or supplies
- coordinate maintenance of equipment with appropriate agencies
- access core automated maintenance system (CAMS) menus and data screens
- maintain documentation on items requiring periodic inspections
- maintain organizational equipment or supply records, such as custodian authorization/custody receipt listings (CA/CRLs)
- determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace
- initiate documentation to turn in excess or surplus property

Forty-five percent of these airmen are at the 7-skill level and 50 percent are at the 5-skill level. The predominant paygrades are E-4 and E-5. Ninety-five percent are AD and 5 percent are ANG. The members of this job average 9 years in the career ladder and almost 11 years in the service.

XI. EXPEDITER JOB (ST086). This job of only 9 members represents 1 percent of the survey sample. They perform a low average of only 34 tasks relating to the expediter activities of scheduling and managing work assignments of avionics personnel. These members spend 42 percent of their time performing management and supervisory tasks of Duty A. Additionally, these members perform 30 percent of their time performing maintenance management tasks of Duty C, second only to the Debriefing Job (Table 3). Representative tasks include:

- determine or establish work assignments or priorities
- plan or schedule work assignments or priorities
- review aircraft flight or maintenance records, such as AF Forms 781 series
- initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series
- adjust daily maintenance plans to meet operation commitments
- analyze CAMS data
- determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace
- review preventive maintenance schedules
- maintain or update status indicators, such as boards, graphs, or charts
- develop or establish work schedules
- coordinate maintenance of equipment with appropriate agencies
- clear Red-X conditions
- coordinate supply-related matters with appropriate agencies
- pick up or deliver equipment, tools, parts, or supplies
- assign personnel to work areas or duty positions

All of these members hold the 7-skill level with an average of 16 1/2 years service and 10 1/2 years in the career ladder. The predominant paygrade is E-7. Forty-four percent are AD and 56 percent are ANG.

XII. QUALITY ASSURANCE JOB (ST090). The 26 members of this job perform the functions of quality assurance (QA). As reflected in Table 3, they spend 40 percent of their time performing management and supervisory tasks of Duty A, which is almost as much as the expediters. The difference is in the tasks performed by QA personnel, such as technical order maintenance, maintenance records and inspections. They perform an average of 60 tasks. Distinctive QA tasks performed include:

- review aircraft flight or maintenance records, such as AF Forms 781 series
- evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program
- review technical order changes
- write inspection reports
- conduct safety inspections of equipment or facilities
- initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series
- retrieve CAMS listings or reports
- evaluate serviceability of equipment, tools, parts, or supplies
- participate in TCTO meetings
- inspect airframe
- inspect aircraft landing gear systems
- conduct self-inspections or self-assessments
- inspect flightline support equipment
- review drafts of regulations, manuals, or other directives

Ninety-six percent of the members in this specialty job hold a 7-skill level. The predominant paygrade is E-7. Total time in service averages 13 1/2 years. Fifty-four percent report being AD, while 46 percent are in the ANG.

XIII. SUPERVISOR JOB (ST085). The 78 members of this job comprise 6 percent of the survey sample and perform the various supervisory functions of the career ladder. As reflected in Table 3, they spend 56 percent of their time performing the management and supervisory tasks of Duty A, such as establishing work schedules, writing performance reports, and counseling subordinates. This group is not unlike the supervisory group identified in any other career ladder, spending virtually all of their time performing supervisory and management tasks and little or no technical tasks. They perform an average of 78 tasks. Distinctive tasks performed include:

- supervise military personnel
- inspect personnel for compliance with military standards
- conduct supervisory performance feedback sessions
- write recommendations for awards or decorations
- counsel subordinates concerning personal matters
- determine or establish work assignments or priorities
- evaluate personnel for compliance with performance standards
- establish performance standards for subordinates
- write performance reports or supervisory appraisals
- develop or establish work schedules
- conduct supervisory orientations for newly assigned personnel

- plan or schedule work assignments or priorities
- interpret policies, directives, or procedures for subordinates
- assign personnel to work areas or duty positions
- develop or establish work methods or procedures
- evaluate personnel for promotion, demotion, reclassification, or special awards

One-hundred percent of the members in this specialty job hold a 7-skill level. The predominant paygrade is E-7. Total time in service averages almost 17 years. Eighty-one percent report being AD, while 19 percent are in the ANG.

XIV. SAFETY/SECURITY JOB (ST077). The 7 members of this job comprise only 1 percent of the survey sample. As reflected in Table 3, these airmen spend 70 percent of their time performing supervisory and management tasks within Duty A. Although this is higher than the Supervisor Job, the specific tasks performed within this duty area distinguish this job from all others. They perform a low average of only 35 tasks, reflecting their limited scope of responsibility. This job performs more general functions, such as inspecting units and personnel for compliance, writing reports, and planning safety or security programs. Distinctive tasks performed include:

- participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting
- conduct self-inspections or self-assessments
- write replies to inspection reports
- plan briefings, conferences, or workshops
- conduct general meetings, such as staff meetings, briefings, conferences, or workshops
- write inspection reports
- draft agenda for general meetings, such as staff meetings, briefings, conferences, or workshops
- plan safety or security programs
- evaluate safety or security programs
- review drafts of regulations, manuals, or other directives

Eighty-six percent of these airmen are at the 7-skill level. The predominant paygrade is E-7. All are AD. The members of this job average over 17 1/2 years in the service.

XV. TECHNICAL ORDER DISTRIBUTION ACCOUNT JOB (ST103). The 8 members of this job comprise only 1 percent of the survey sample. As reflected in Table 3, these airmen spend 73 percent of their time performing general administrative and technical data

activities of Duty D. They perform an average of only 10 tasks, by far the lowest of the career ladder. As a technical order distribution account (TODA) custodian, this job entails the acquisition, control, and updating of technical order libraries. Distinctive tasks performed include:

- review technical order changes
- maintain ATOMS accounts
- maintain technical order libraries
- destroy classified materials
- establish accountability records for classified materials or documents
- inventory classified materials
- establish automated technical order management system (ATOMS) accounts
- maintain publication libraries, other than technical order libraries
- conduct self-inspections or self-assessments
- conduct safety inspections of equipment or facilities
- review publishing bulletins
- safeguard classified materials
- maintain accountability records for classified materials or documents

Twenty-five percent of these airmen are at the 7-skill level and 62 percent are at the 5-skill level. The predominant paygrade is E-4. All are AD. The members of this job average 9 1/2 years in the service.

Comparison to Previous Study

For the most part, the functions of the 2A3X2 AFSC career ladder structure have remained the same, with the addition of the F-117 and aircraft generation jobs (see Table 5).

The main difference has been the utilization of personnel across shreds to perform as a shredless AFSC after initial assignment and exposure to the other shreds.

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	ACFT GENERATION JOB (ST066) (N=17)	"A" SHOP JOB (ST122) (N=121)	"B" SHOP JOB (ST170) (N=32)	"C" SHOP JOB (ST099) (N=71)	F-16 INT AVIONICS JOB (ST237) (N=742)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	2	1	2	1	3
B PERFORMING TRAINING ACTIVITIES	*	*	1	*	1
C PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	5	4	3	4	4
D PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL DATA ACTIVITIES	1	1	*	3	2
E PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	2	1	2	2
F PERFORMING GENERAL AVIONIC MAINTENANCE ACTIVITIES	39	31	26	21	24
G MAINTAINING FIRE CONTROL RADAR SYSTEMS	4	7	1	2	3
H MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	6	6	2	2	3
I MAINTAINING FIRE CONTROL COMPUTER OR COMPUTER COMPLEX SYSTEMS	3	6	1	1	3
J MAINTAINING HEAD UP DISPLAY (HUD) AND COCKPIT TELEVISION VIDEO SENSOR (CTVS) SYSTEMS	4	9	1	1	5
K MAINTAINING HEAD DOWN DISPLAY SYSTEMS	2	4	1	1	2
L MAINTAINING FLIGHT CONTROL SYSTEMS	3	1	14	*	6
M MAINTAINING GENERAL AIR DATA COMPUTER SYSTEMS	2	1	7	*	3
N MAINTAINING ENGINE AND FUEL INSTRUMENT SYSTEMS	2	*	10	*	5
O MAINTAINING FLIGHT INSTRUMENT SYSTEMS	1	*	12	1	5
P MAINTAINING COMMUNICATION SYSTEMS	3	3	3	23	9
Q MAINTAINING NAVIGATIONAL SYSTEMS	3	2	2	14	6
R MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURE SYSTEMS	2	3	2	13	5
S MAINTAINING LOW-ALTITUDE NAVIGATION AND TARGETING INFRARED FOR NIGHT (LANTRN) TARGETING PODS	*	4	1	2	1
T MAINTAINING LANTRN NAVIGATIONAL PODS	*	5	*	2	1
U PERFORMING BLOCK-50 ACTIVITIES	1	*	*	*	*
V PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	12	7	8	7	6

* Indicates less than 1 percent

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	F-117A INT AVIONICS JOB (ST261) (N=56)	MAINT TNG SUPERVISOR JOB (ST116) (N=10)	INSTRUCTOR JOB (ST038) (N=18)	DEBRIEFING JOB (ST078) (N=23)	EQUIP SUPPORT JOB (ST062) (N=22)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	4	28	14	18	33
B PERFORMING TRAINING ACTIVITIES	1	11	32	6	6
C PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	5	7	3	68	5
D PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL DATA ACTIVITIES	3	5	7	6	17
E PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	3	6	1	37
F PERFORMING GENERAL AVIONIC MAINTENANCE ACTIVITIES	25	16	8	0	2
G MAINTAINING FIRE CONTROL RADAR SYSTEMS	*	2	1	0	0
H MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	3	2	*	0	0
I MAINTAINING FIRE CONTROL COMPUTER OR COMPUTER COMPLEX SYSTEMS	3	3	1	0	*
J MAINTAINING HEAD UP DISPLAY (HUD) AND COCKPIT TELEVISION VIDEO SENSOR (CTVS) SYSTEMS	5	3	1	0	0
K MAINTAINING HEAD DOWN DISPLAY SYSTEMS	5	2	1	0	0
L MAINTAINING FLIGHT CONTROL SYSTEMS	8	2	1	0	0
M MAINTAINING GENERAL AIR DATA COMPUTER SYSTEMS	4	1	1	0	0
N MAINTAINING ENGINE AND FUEL INSTRUMENT SYSTEMS	*	2	*	0	0
O MAINTAINING FLIGHT INSTRUMENT SYSTEMS	4	1	1	0	0
P MAINTAINING COMMUNICATION SYSTEMS	7	2	7	0	0
Q MAINTAINING NAVIGATIONAL SYSTEMS	10	2	8	0	0
R MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURE SYSTEMS	0	2	3	0	0
S MAINTAINING LOW-ALTITUDE NAVIGATION AND TARGETING INFRARED FOR NIGHT (LANTIRN) TARGETING PODS	0	0	1	0	0
T MAINTAINING LANTIRN NAVIGATIONAL PODS	0	0	*	0	0
U PERFORMING BLOCK-50 ACTIVITIES	0	1	0	0	*
V PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	10	5	2	0	*

* Indicates less than 1 percent

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES	EXPEDITER JOB (ST086) (N=9)	QUALITY ASSURANCE JOB (ST090) (N=26)	SUPERVISOR JOB (ST085) (N=78)	SAFETY/ SECURITY JOB (ST077) (N=7)	TODA JOB (ST103) (N=8)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	42	40	56	70	18
B PERFORMING TRAINING ACTIVITIES	2	4	12	5	0
C PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	30	21	13	6	1
D PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL DATA ACTIVITIES	7	10	10	12	73
E PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	9	6	5	7	8
F PERFORMING GENERAL AVIONIC MAINTENANCE ACTIVITIES	2	5	1	0	0
G MAINTAINING FIRE CONTROL RADAR SYSTEMS	0	*	*	0	0
H MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	*	*	*	0	0
I MAINTAINING FIRE CONTROL COMPUTER OR COMPUTER COMPLEX SYSTEMS	*	1	*	0	0
J MAINTAINING HEAD UP DISPLAY (HUD) AND COCKPIT TELEVISION VIDEO SENSOR (CTVS) SYSTEMS	*	*	*	0	0
K MAINTAINING HEAD DOWN DISPLAY SYSTEMS	0	*	*	0	0
L MAINTAINING FLIGHT CONTROL SYSTEMS	*	*	*	0	0
M MAINTAINING GENERAL AIR DATA COMPUTER SYSTEMS	0	*	*	0	0
N MAINTAINING ENGINE AND FUEL INSTRUMENT SYSTEMS	0	0	*	0	0
O MAINTAINING FLIGHT INSTRUMENT SYSTEMS	0	*	*	0	0
P MAINTAINING COMMUNICATION SYSTEMS	0	*	*	0	0
Q MAINTAINING NAVIGATIONAL SYSTEMS	0	*	*	0	0
R MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURE SYSTEMS	0	*	*	0	0
S MAINTAINING LOW-ALTITUDE NAVIGATION AND TARGETING INFRARED FOR NIGHT (LANTRN) TARGETING PODS	0	*	*	0	0
T MAINTAINING LANTRN NAVIGATIONAL PODS	0	*	*	0	0
U PERFORMING BLOCK-50 ACTIVITIES	0	0	*	0	0
V PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	6	13	1	0	0

* Indicates less than 1 percent

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	ACFT GENERATION JOB (ST066)	"A" SHOP JOB (ST122)	"B" SHOP JOB (ST170)	"C" SHOP JOB (ST099)	F-16 INT AVIONICS JOB (ST237)
NUMBER IN GROUP	17	121	32	71	742
PERCENT OF SAMPLE	1%	9%	2%	5%	54%
PERCENT IN CONUS	82%	85%	88%	93%	81%
DAFSC DISTRIBUTION:					
2A332A	35%	49%	0%	0%	2%
2A332B	12%	0%	44%	0%	2%
2A332C	0%	4%	0%	49%	4%
2A352A	12%	37%	0%	3%	18%
2A352B	29%	2%	41%	0%	16%
2A352C	6%	2%	0%	41%	20%
2A372	6%	6%	15%	7%	38%
COMPONENT STATUS:					
ACTIVE DUTY	41%	79%	63%	56%	54%
AIR NATIONAL GUARD	41%	19%	37%	38%	41%
AIR FORCE RESERVE	18%	2%	0%	6%	5%
PREDOMINANT GRADE(S)					
	E-5	E-3 - E-4	E-4 - E-5	E-3 - E-5	E-4 - E-6
AVERAGE MONTHS IN CAREER FIELD*	24	31	40	25	82
AVERAGE MONTHS IN SERVICE*	27	36	48	35	95
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS)*	100%	85%	75%	81%	32%
PERCENT SUPERVISING	0%	6%	12%	7%	37%
AVERAGE NUMBER OF TASKS PERFORMED	80	129	140	97	266

*Active Duty only

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	F-117A INT AVIONICS JOB (ST261)	MAINT TNG SUPERVISOR JOB (ST116)	INSTRUCTOR JOB (ST038)	DEBRIEFING JOB (ST078)	EQUIP SUPPORT JOB (ST062)
NUMBER IN GROUP	56	10	18	23	22
PERCENT OF SAMPLE	4%	1%	1%	2%	2%
PERCENT IN CONUS	98%	80%	100%	74%	59%
DAFSC DISTRIBUTION:					
2A332A	16%	0%	0%	4%	0%
2A332B	5%	0%	0%	0%	5%
2A332C	9%	0%	0%	0%	0%
2A352A	18%	0%	16%	0%	9%
2A352B	14%	10%	6%	26%	14%
2A352C	8%	0%	39%	26%	27%
2A372	30%	90%	39%	44%	45%
COMPONENT STATUS:					
ACTIVE DUTY	100%	70%	100%	61%	95%
AIR NATIONAL GUARD	0%	30%	0%	39%	5%
AIR FORCE RESERVE	0%	0%	0%	0%	0%
PREDOMINANT GRADE(S)					
AVERAGE MONTHS IN CAREER FIELD*	E-4 - E-5	E-6 - E-7	E-5 - E-6	E-4 - E-6	E-4 - E-5
AVERAGE MONTHS IN SERVICE*	80	139	124	85	108
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS)*	92	188	149	95	130
PERCENT SUPERVISING	48%	0%	0%	36%	19%
AVERAGE NUMBER OF TASKS PERFORMED	39%	100%	0%	30%	45%
	187	207	47	15	40

*Active Duty only

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	EXPEDITER JOB (ST086)	QUALITY ASSURANCE JOB (ST090)	SUPERVISOR JOB (ST085)	SAFETY/ SECURITY JOB (ST077)	TODA JOB (ST103)
NUMBER IN GROUP	9	26	78	7	8
PERCENT OF SAMPLE	1%	2%	6%	1%	1%
PERCENT IN CONUS	89%	77%	72%	57%	50%
DAFSC DISTRIBUTION:					
2A332A	0%	0%	0%	0%	0%
2A332B	0%	0%	0%	0%	13%
2A332C	0%	0%	0%	0%	0%
2A352A	0%	4%	0%	0%	12%
2A352B	0%	0%	0%	14%	25%
2A352C	0%	0%	0%	0%	25%
2A372	100%	96%	100%	86%	25%
COMPONENT STATUS:					
ACTIVE DUTY	44%	54%	81%	100%	100%
AIR NATIONAL GUARD	56%	46%	19%	0%	0%
AIR FORCE RESERVE	0%	0%	0%	0%	0%
PREDOMINANT GRADE(S)					
AVERAGE MONTHS IN CAREER FIELD*	E-7	E-7	E-7	E-7	E-4
AVERAGE MONTHS IN SERVICE*	127	123	155	190	91
PERCENT IN FIRST ENLISTMENT (1-48 MOS TAFMS)*	200	163	201	212	114
PERCENT SUPERVISING	0%	0%	0%	0%	25%
AVERAGE NUMBER OF TASKS PERFORMED	56%	31%	100%	0%	12%
	34	60	78	35	10

* Active Duty only

TABLE 5

SPECIALTY JOB COMPARISON BETWEEN CURRENT AND 1991 SURVEYS

CURRENT SURVEY (N=1,366)	1991 SURVEY (N=1,042)
AIRCRAFT GENERATION JOB	NO SIMILAR GROUP IDENTIFIED
"A" SHOP JOB	A-SHOP CLUSTER
"B" SHOP JOB	B-SHOP CLUSTER
"C" SHOP JOB	C-SHOP CLUSTER
F-16 INTEGRATED AVIONICS JOB	NO SIMILAR GROUP IDENTIFIED
F-117A INTEGRATED AVIONICS JOB	NO SIMILAR GROUP IDENTIFIED
MAINTENANCE TRAINING SUPERVISOR JOB	NO SIMILAR GROUP IDENTIFIED
INSTRUCTOR JOB	TTC INSTRUCTOR JOB CLUSTER
DEBRIEFING JOB	DCM COMPLEX CLUSTER
EQUIPMENT SUPPORT JOB	NO SIMILAR GROUP IDENTIFIED
EXPEDITER JOB	NO SIMILAR GROUP IDENTIFIED
QUALITY ASSURANCE JOB	DCM COMPLEX CLUSTER
SUPERVISOR JOB	MULTISHOP SUPERVISORY CLUSTER
SAFETY/SECURITY JOB	NO SIMILAR GROUP IDENTIFIED
TECHNICAL ORDER DISTRIBUTION ACCOUNT JOB	NO SIMILAR GROUP IDENTIFIED
NO SIMILAR GROUP IDENTIFIED	DEPOT JOB

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Specialty Description* and the Career Field Education and Training Plan, reflect what career ladder personnel are actually doing in the field.

The distribution of skill-level groups across the career ladder jobs is displayed in Tables 6-12, while Tables 13-19 offers another perspective by displaying the relative percent time spent on each duty across the skill-level groups. A typical pattern of progression is noted within the AFSC 2A3X2 career ladder. Personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time on technical tasks. As incumbents move up to the 7-skill level, higher percentages work in the supervisory jobs, but many personnel still spend some time performing technical tasks.

Skill-Level Descriptions

DAFSC 2A332A. Representing 7 percent of the survey sample, these 92 airmen perform an average of 144 tasks. Sixty-three percent of this group work in the "A" Shop Job (Table 6). Additionally, 17 percent of these members are working in the F-16 Integrated Avionics Job and 10 percent in the F-117 Integrated Avionics Job. Table 6 also depicts the differences in distribution between the active and air reserve forces. Since the air reserve forces have few 3-skill level personnel, this data has little meaning at this level.

Representative tasks performed by DAFSC 2A332A incumbents are listed in Tables 20-23. Most tasks are general avionics tasks of Duty F, with smaller percentages of tasks distributed between Duties G, H, I, J, and K which relate to "A" shred activities (Table 13).

DAFSC 2A332B. Representing 3 percent of the survey sample, these airmen perform an average of 164 tasks (slightly higher than the "A" shred). Thirty-eight percent perform F-16 Integrated Avionics tasks (Table 7). Of the 37 incumbents in this shred, only 5 are ANG and none are AFRES members. As with the "A" shred, "B" shred ANG distribution across jobs has little meaning due to the small number of 3-skill levels in the ANG.

Tables 24-26 list representative tasks performed by DAFSC 2A332B personnel. Table 14 reflects the relative time spent on duties in the "B" shred. As expected, most tasks are general avionics tasks of Duty F, with smaller percentages across the "B" shred duties of L, M, N, and O. Still smaller percentages are reflected in the other duties showing the beginning of cross-utilization between shreds.

DAFSC 2A332C. These 82 members represent 6 percent of the survey sample performing an average of 130 tasks. Forty-three percent of these airmen work in the "C" Shop Job and 39 percent work in the F-16 Integrated Avionics Job (Table 8).

Twenty-five percent of their time is spent performing general avionics activities of Duty F, with 36 percent of their time performing the "C" shred tasks of Duties P, Q, and R (Table 15). Tables 27-30 list representative tasks performed by these DAFSC 2A332C members.

DAFSC 2A352A. Comprising 16 percent of the survey sample, these 219 airmen perform an average of 200 tasks. Fifty-nine percent of these "A" shred 5-skill levels work in the F-16 Integrated Avionics Job with 21 percent performing in the "A" Shop Job (Table 9). This table reflects the differences also in the job distribution between the active and reserve forces. While identical percentages exist between AD and ANG for the "A" Shop Job, the active forces are more diversified through other jobs the reserve forces do not have, such as F-117 Avionics and Instructor jobs. Table 16 reflects the percent time spent on duties for DAFSC 2A352A. With 25 percent of this group's time spent on general avionics duties, the remainder of their time is fairly evenly distributed across the other duties.

Tables 31-34 list representative tasks performed by these DAFSC 2A352A personnel. Table 35 reflects these tasks which best differentiate 5-skill level "A" shred personnel from their 3-skill level counterparts.

DAFSC 2A352B. The 170 members of this group represent 13 percent of the survey sample. They perform an average of 220 tasks. Seventy-one percent of these members work in the F-16 Integrated Avionics Job, while only 7 percent are performing the "B" Shop Job (Table 10). This table reflects the few distribution differences between the active and reserve forces.

Table 17 again shows fairly even distribution of the time spent across duties for DAFSC 2A352B personnel. Tables 36-39 list representative tasks performed by these members. Table 40 shows the tasks which best differentiate 5-skill level "B" shred from the 3-skill level counterparts.

DAFSC 2A352C. Representing 17 percent of the survey sample, these 230 members perform an average of 187 tasks. As seen in Table 11, 66 percent of this group is working in the F-16 Integrated Avionics Job. This table also reflects the fairly even distribution between active and reserve forces.

Table 18 shows the time spent on duties reflecting somewhat higher percentages in the expected "C" shred duties of P, Q, and R. Tables 41-44 list the representative tasks performed by these members, while Table 45 reflects the tasks which best differentiate between the 5- and 3-skill level "C" shred personnel.

DAFSC 2A372. The 535 members of this group represent 39 percent of the survey sample and perform an average of 188 tasks. Table 12 shows 53 percent of this group working in the F-16 Integrated Avionics Job and 14 percent in the Supervisor Job. What is interesting in this table is the differences in the job distribution between the active and reserve forces. The ANG and AFRES show a much higher percentage of 7-skill levels performing in the F-16 Integrated Avionics Job than their active duty counterparts.

Table 19 reflects the percent time spent across duties. The substantial difference depicted in this table is the 32 percent time spent in the management and supervisory duty for AD personnel, as compared to 12 percent for the ANG and 6 percent for the AFRES. Tables 46-49 list representative tasks performed by 7-skill level personnel. Tables 50-52 reflect the tasks which best differentiate 7-skill level personnel from their 5-skill level "A", "B", and "C" shred counterparts.

Summary

Progression in this career ladder follows a regular pattern of highly technical job focus at the lower skill levels, with a broadening into supervision and management at the 7-skill level. An emphasis is clearly seen in performing primarily the core job of the personnel functions at the 3- and 5-skill levels, with some broadening into supervisory functions at the 5-skill level. Craftsmen at the 7-skill level are beginning to shift to supervisory jobs, but a good deal of their job time is still spent in the technical arena. ANG and AFRES 7-skill level personnel spend a much higher percentage of their time performing technical tasks versus supervisory tasks than their AD counterparts.

TABLE 6

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL 2A332A (N=92)	ACTIVE 2A332A (N=83)	ANG 2A332A (N=5)	AFRES 2A332A (N=4)
I. AIRCRAFT GENERATION JOB	7	4	20	25
II. "A" SHOP JOB	63	68	40	25
III. "B" SHOP JOB	*	*	*	*
IV. "C" SHOP JOB	*	*	*	*
V. F-16 INTEGRATED AVIONICS JOB	17	16	40	25
VI. F-117A INTEGRATED AVIONICS JOB	10	11	*	*
VII. MAINTENANCE TRAINING SUPERVISOR JOB	*	*	*	*
VIII. INSTRUCTOR JOB	*	*	*	*
IX. DEBRIEFING JOB	1	1	*	*
X. EQUIPMENT SUPPORT JOB	*	*	*	*
XI. EXPEDITER JOB	*	*	*	*
XII. QUALITY ASSURANCE JOB	*	*	*	*
XIII. SUPERVISOR JOB	*	*	*	*
XIV. SAFETY/SECURITY JOB	*	*	*	*
XV. TECHNICAL ORDER DISTRIBUTION ACCOUNT JOB	*	*	*	*
NOT GROUPED	2	*	*	25

TABLE 7

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL 2A332B (N=37)	ACTIVE 2A332B (N=32)	ANG 2A332B (N=5)	AFRES 2A332B (N=0)
I. AIRCRAFT GENERATION JOB	5	6	*	
II. "A" SHOP JOB	*	*	*	
III. "B" SHOP JOB	38	38	40	
IV. "C" SHOP JOB	*	*	*	
V. F-16 INTEGRATED AVIONICS JOB	35	38	20	
VI. F-117A INTEGRATED AVIONICS JOB	8	9	*	
VII. MAINTENANCE TRAINING SUPERVISOR JOB	*	*	*	
VIII. INSTRUCTOR JOB	*	*	*	
IX. DEBRIEFING JOB	*	*	*	
X. EQUIPMENT SUPPORT JOB	3	3	*	
XI. EXPEDITER JOB	*	*	*	
XII. QUALITY ASSURANCE JOB	*	*	*	
XIII. SUPERVISOR JOB	*	*	*	
XIV. SAFETY/SECURITY JOB	*	*	*	
XV. TECHNICAL ORDER DISTRIBUTION ACCOUNT JOB	3	3	*	
NOT GROUPED	8	3	40	

* Indicates less than 1 percent

TABLE 8

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL 2A332C (N=82)	ACTIVE 2A332C (N=73)	ANG 2A332C (N=5)	AFRES 2A332C (N=4)
I. AIRCRAFT GENERATION JOB	*	*	*	*
II. "A" SHOP JOB	6	7	*	*
III. "B" SHOP JOB	*	*	*	*
IV. "C" SHOP JOB	43	43	60	25
V. F-16 INTEGRATED AVIONICS JOB	39	37	40	75
VI. F-117A INTEGRATED AVIONICS JOB	6	7	*	*
VII. MAINTENANCE TRAINING SUPERVISOR JOB	*	*	*	*
VIII. INSTRUCTOR JOB	*	*	*	*
IX. DEBRIEFING JOB	*	*	*	*
X. EQUIPMENT SUPPORT JOB	*	*	*	*
XI. EXPEDITER JOB	*	*	*	*
XII. QUALITY ASSURANCE JOB	*	*	*	*
XIII. SUPERVISOR JOB	*	*	*	*
XIV. SAFETY/SECURITY JOB	*	*	*	*
XV. TECHNICAL ORDER DISTRIBUTION ACCOUNT JOB	*	*	*	*
NOT GROUPED	6	6	*	*

* Indicates less than 1 percent

TABLE 9

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL 2A352A (N=219)	ACTIVE 2A352A (N=140)	ANG 2A352A (N=72)	AFRES 2A352A (N=7)
I. AIRCRAFT GENERATION JOB	1	*	3	*
II. "A" SHOP JOB	21	21	21	*
III. "B" SHOP JOB	*	*	*	*
IV. "C" SHOP JOB	1	*	1	14
V. F-16 INTEGRATED AVIONICS JOB	59	53	69	86
VI. F-117A INTEGRATED AVIONICS JOB	5	7	*	*
VII. MAINTENANCE TRAINING SUPERVISOR JOB	*	*	*	*
VIII. INSTRUCTOR JOB	1	2	*	*
IX. DEBRIEFING JOB	*	*	*	*
X. EQUIPMENT SUPPORT JOB	1	1	*	*
XI. EXPEDITER JOB	*	*	*	*
XII. QUALITY ASSURANCE JOB	1	1	*	*
XIII. SUPERVISOR JOB	1	1	*	*
XIV. SAFETY/SECURITY JOB	*	*	*	*
XV. TECHNICAL ORDER DISTRIBUTION ACCOUNT JOB	1	1	*	*
NOT GROUPED	8	13	6	*

* Indicates less than 1 percent

TABLE 10

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL 2A352B (N=170)				ACTIVE 2A352B (N=112)		ANG 2A352B (N=49)		AFRES 2A352B (N=9)	
I. AIRCRAFT GENERATION JOB	3				2		2			22
II. "A" SHOP JOB	1				2		*			*
III. "B" SHOP JOB	7				6		12			*
IV. "C" SHOP JOB	*				*		*			*
V. F-16 INTEGRATED AVIONICS JOB	71				67		78			78
VI. F-117A INTEGRATED AVIONICS JOB	5				7		*			*
VII. MAINTENANCE TRAINING SUPERVISOR JOB	1				1		*			*
VIII. INSTRUCTOR JOB	1				1		*			*
IX. DEBRIEFING JOB	4				5		2			*
X. EQUIPMENT SUPPORT JOB	2				3		*			*
XI. EXPEDITER JOB	*				*		*			*
XII. QUALITY ASSURANCE JOB	*				*		*			*
XIII. SUPERVISOR JOB	*				*		*			*
XIV. SAFETY/SECURITY JOB	1				1		*			*
XV. TECHNICAL ORDER DISTRIBUTION ACCOUNT JOB	1				2		*			*
NOT GROUPED	3				3		6			*

* Indicates less than 1 percent

TABLE 11

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL 2A352C (N=230)	ACTIVE 2A352C (N=138)	ANG 2A352C (N=81)	AFRES 2A352C (N=11)
I. AIRCRAFT GENERATION JOB	*	*	1	*
II. "A" SHOP JOB	1	1	1	*
III. "B" SHOP JOB	8	*	*	*
IV. "C" SHOP JOB	13	5	25	18
V. F-16 INTEGRATED AVIONICS JOB	66	66	68	55
VI. F-117A INTEGRATED AVIONICS JOB	2	3	*	*
VII. MAINTENANCE TRAINING SUPERVISOR JOB	*	*	*	*
VIII. INSTRUCTOR JOB	3	5	*	*
IX. DEBRIEFING JOB	3	4	*	*
X. EQUIPMENT SUPPORT JOB	3	4	*	*
XI. EXPEDITER JOB	*	*	*	*
XII. QUALITY ASSURANCE JOB	*	*	*	*
XIII. SUPERVISOR JOB	*	*	*	*
XIV. SAFETY/SECURITY JOB	*	*	*	*
XV. TECHNICAL ORDER DISTRIBUTION ACCOUNT JOB	1	1	*	*
NOT GROUPED	0	7	5	27

* Indicates less than 1 percent

TABLE 12

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOBS	TOTAL 2A372 (N=535)	ACTIVE 2A372 (N=294)	ANG 2A372 (N=226)	AFRES 2A372 (N=15)
I. AIRCRAFT GENERATION JOB	*	*	*	*
II. "A" SHOP JOB	1	*	3	7
III. "B" SHOP JOB	1	*	2	*
IV. "C" SHOP JOB	1	1	1	*
V. F-16 INTEGRATED AVIONICS JOB	53	36	71	87
VI. F-117A INTEGRATED AVIONICS JOB	3	6	*	*
VII. MAINTENANCE TRAINING SUPERVISOR JOB	2	2	1	*
VIII. INSTRUCTOR JOB	1	2	*	*
IX. DEBRIEFING JOB	2	1	4	*
X. EQUIPMENT SUPPORT JOB	2	3	*	*
XI. EXPEDITER JOB	2	1	2	*
XII. QUALITY ASSURANCE JOB	5	4	5	*
XIII. SUPERVISOR JOB	14	21	7	*
XIV. SAFETY/SECURITY JOB	1	2	*	*
XV. TECHNICAL ORDER DISTRIBUTION ACCOUNT JOB	*	1	*	*
NOT GROUPED	12	20	4	6

* Indicates less than 1 percent

TABLE 13

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	ALL 2A332A (N=93)	ACTIVE 2A332A (N=83)	ANG 2A332A (N=5)	AFRES 2A332A (N=4)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1	1	*	*
B PERFORMING TRAINING ACTIVITIES	*	*	*	1
C PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	5	5	5	2
D PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL DATA ACTIVITIES	1	1	*	1
E PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	2	1	1
F PERFORMING GENERAL AVIONIC MAINTENANCE ACTIVITIES	30	29	30	36
G MAINTAINING FIRE CONTROL RADAR SYSTEMS	5	5	8	6
H MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	6	5	11	6
I MAINTAINING FIRE CONTROL COMPUTER OR COMPUTER COMPLEX SYSTEMS	5	5	5	5
J MAINTAINING HEAD UP DISPLAY (HUD) AND COCKPIT TELEVISION VIDEO SENSOR (CTVS) SYSTEMS	8	8	11	9
K MAINTAINING HEAD DOWN DISPLAY SYSTEMS	4	4	2	2
L MAINTAINING FLIGHT CONTROL SYSTEMS	2	2	2	1
M MAINTAINING GENERAL AIR DATA COMPUTER SYSTEMS	2	1	4	4
N MAINTAINING ENGINE AND FUEL INSTRUMENT SYSTEMS	1	1	2	2
O MAINTAINING FLIGHT INSTRUMENT SYSTEMS	1	1	1	0
P MAINTAINING COMMUNICATION SYSTEMS	4	4	5	2
Q MAINTAINING NAVIGATIONAL SYSTEMS	4	4	2	6
R MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURE SYSTEMS	2	2	2	4
S MAINTAINING LOW-ALTITUDE NAVIGATION AND TARGETING INFRARED FOR NIGHT (LANTIRN) TARGETING PODS	3	4	0	0
T MAINTAINING LANTIRN NAVIGATIONAL PODS	4	5	*	0
U PERFORMING BLOCK-50 ACTIVITIES	*	1	0	0
V PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	9	9	5	11

TABLE 14

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	ALL 2A332B (N=37)	ACTIVE 2A332B (N=32)	ANG 2A332B (N=5)	AFRES 2A332B (N=0)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1	1	*	
B PERFORMING TRAINING ACTIVITIES	*	*	0	
C PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	3	3	2	
D PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL DATA ACTIVITIES	5	5	*	
E PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	2	1	
F PERFORMING GENERAL AVIONIC MAINTENANCE ACTIVITIES	26	26	25	
G MAINTAINING FIRE CONTROL RADAR SYSTEMS	2	2	3	
H MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	2	2	3	
I MAINTAINING FIRE CONTROL COMPUTER OR COMPUTER COMPLEX SYSTEMS	2	2	3	
J MAINTAINING HEAD UP DISPLAY (HUD) AND COCKPIT TELEVISION VIDEO SENSOR (CTVS) SYSTEMS	3	3	4	
K MAINTAINING HEAD DOWN DISPLAY SYSTEMS	2	2	3	
L MAINTAINING FLIGHT CONTROL SYSTEMS	9	9	8	
M MAINTAINING GENERAL AIR DATA COMPUTER SYSTEMS	6	6	3	
N MAINTAINING ENGINE AND FUEL INSTRUMENT SYSTEMS	6	6	7	
O MAINTAINING FLIGHT INSTRUMENT SYSTEMS	8	8	8	
P MAINTAINING COMMUNICATION SYSTEMS	4	3	8	
Q MAINTAINING NAVIGATIONAL SYSTEMS	4	3	7	
R MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURE SYSTEMS	2	2	4	
S MAINTAINING LOW-ALTITUDE NAVIGATION AND TARGETING INFRARED FOR NIGHT (LANTIRN) TARGETING PODS	1	1	0	
T MAINTAINING LANTIRN NAVIGATIONAL PODS	1	2	*	
U PERFORMING BLOCK-50 ACTIVITIES	1	1	0	
V PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	9	10	7	

TABLE 15

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	ALL 2A332C (N=82)	ACTIVE 2A332C (N=73)	ANG 2A332C (N=5)	AFRES 2A332C (N=4)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1	1	1	2
B PERFORMING TRAINING ACTIVITIES	*	*	*	1
C PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	4	4	4	3
D PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL DATA ACTIVITIES	3	3	*	1
E PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2	2	3	2
F PERFORMING GENERAL AVIONIC MAINTENANCE ACTIVITIES	25	25	30	25
G MAINTAINING FIRE CONTROL RADAR SYSTEMS	1	1	3	2
H MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	2	2	2	3
I MAINTAINING FIRE CONTROL COMPUTER OR COMPUTER COMPLEX SYSTEMS	2	2	2	3
J MAINTAINING HEAD UP DISPLAY (HUD) AND COCKPIT TELEVISION VIDEO SENSOR (CTVS) SYSTEMS	3	3	4	6
K MAINTAINING HEAD DOWN DISPLAY SYSTEMS	2	2	1	4
L MAINTAINING FLIGHT CONTROL SYSTEMS	1	1	2	2
M MAINTAINING GENERAL AIR DATA COMPUTER SYSTEMS	1	1	2	3
N MAINTAINING ENGINE AND FUEL INSTRUMENT SYSTEMS	1	*	1	1
O MAINTAINING FLIGHT INSTRUMENT SYSTEMS	1	1	3	2
P MAINTAINING COMMUNICATION SYSTEMS	16	16	16	15
Q MAINTAINING NAVIGATIONAL SYSTEMS	11	11	12	13
R MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURE SYSTEMS	9	9	8	8
S MAINTAINING LOW-ALTITUDE NAVIGATION AND TARGETING INFRARED FOR NIGHT (LANTIRN) TARGETING PODS	2	2	0	0
T MAINTAINING LANTIRN NAVIGATIONAL PODS	2	2	0	0
U PERFORMING BLOCK-50 ACTIVITIES	1	1	0	0
V PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	9	10	5	3

TABLE 16

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	ALL 2A352A (N=219)	ACTIVE 2A352A (N=140)	ANG 2A352A (N=72)	AFRES 2A352A (N=7)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	5	7	1	1
B PERFORMING TRAINING ACTIVITIES	3	5	*	1
C PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	5	6	4	5
D PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL DATA ACTIVITIES	3	4	1	3
E PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	3	2	1
F PERFORMING GENERAL AVIONIC MAINTENANCE ACTIVITIES	25	23	29	25
G MAINTAINING FIRE CONTROL RADAR SYSTEMS	5	4	6	4
H MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	4	3	5	4
I MAINTAINING FIRE CONTROL COMPUTER OR COMPUTER COMPLEX SYSTEMS	4	3	4	3
J MAINTAINING HEAD UP DISPLAY (HUD) AND COCKPIT TELEVISION VIDEO SENSOR (CTVS) SYSTEMS	6	5	7	6
K MAINTAINING HEAD DOWN DISPLAY SYSTEMS	3	3	4	2
L MAINTAINING FLIGHT CONTROL SYSTEMS	4	4	4	6
M MAINTAINING GENERAL AIR DATA COMPUTER SYSTEMS	2	2	3	3
N MAINTAINING ENGINE AND FUEL INSTRUMENT SYSTEMS	3	2	4	5
O MAINTAINING FLIGHT INSTRUMENT SYSTEMS	3	3	4	6
P MAINTAINING COMMUNICATION SYSTEMS	6	5	7	9
Q MAINTAINING NAVIGATIONAL SYSTEMS	4	3	5	5
R MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURE SYSTEMS	3	3	4	5
S MAINTAINING LOW-ALTITUDE NAVIGATION AND TARGETING INFRARED FOR NIGHT (LANTIRN) TARGETING PODS	1	2	1	0
T MAINTAINING LANTIRN NAVIGATIONAL PODS	2	3	*	0
U PERFORMING BLOCK-50 ACTIVITIES	*	1	0	0
V PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	5	6	3	6

TABLE 17

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	ALL	ACTIVE	ANG	AFRES
	2A352B (N=170)	2A352B (N=112)	2A352B (N=49)	2A352B (N=9)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	4	6	1	2
B PERFORMING TRAINING ACTIVITIES	2	2	1	1
C PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	6	7	5	3
D PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL DATA ACTIVITIES	3	3	1	2
E PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3	4	2	2
F PERFORMING GENERAL AVIONIC MAINTENANCE ACTIVITIES	23	22	26	25
G MAINTAINING FIRE CONTROL RADAR SYSTEMS	2	2	3	3
H MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	2	2	3	2
I MAINTAINING FIRE CONTROL COMPUTER OR COMPUTER COMPLEX SYSTEMS	3	2	3	2
J MAINTAINING HEAD UP DISPLAY (HUD) AND COCKPIT TELEVISION VIDEO SENSOR (CTVS) SYSTEMS	4	4	4	5
K MAINTAINING HEAD DOWN DISPLAY SYSTEMS	2	2	2	2
L MAINTAINING FLIGHT CONTROL SYSTEMS	8	7	8	6
M MAINTAINING GENERAL AIR DATA COMPUTER SYSTEMS	4	4	4	4
N MAINTAINING ENGINE AND FUEL INSTRUMENT SYSTEMS	6	5	7	7
O MAINTAINING FLIGHT INSTRUMENT SYSTEMS	6	6	8	6
P MAINTAINING COMMUNICATION SYSTEMS	5	5	7	7
Q MAINTAINING NAVIGATIONAL SYSTEMS	4	3	4	5
R MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURE SYSTEMS	3	3	4	4
S MAINTAINING LOW-ALTITUDE NAVIGATION AND TARGETING INFRARED FOR NIGHT (LANTIRN) TARGETING PODS	1	1	*	0
T MAINTAINING LANTIRN NAVIGATIONAL PODS	1	1	*	0
U PERFORMING BLOCK-50 ACTIVITIES	*	1	*	0
V PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	7	8	5	12

TABLE 18

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	ALL 2A352C (N=230)	ACTIVE 2A352C (N=138)	ANG 2A352C (N=81)	AFRES 2A352C (N=11)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	5	7	1	3
B PERFORMING TRAINING ACTIVITIES	2	3	1	3
C PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	6	8	4	3
D PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL DATA ACTIVITIES	4	5	1	2
E PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	5	2	2
F PERFORMING GENERAL AVIONIC MAINTENANCE ACTIVITIES	22	19	26	20
G MAINTAINING FIRE CONTROL RADAR SYSTEMS	3	2	3	3
H MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	2	2	3	2
I MAINTAINING FIRE CONTROL COMPUTER OR COMPUTER COMPLEX SYSTEMS	2	3	3	2
J MAINTAINING HEAD UP DISPLAY (HUD) AND COCKPIT TELEVISION VIDEO SENSOR (CTVS) SYSTEMS	3	3	4	4
K MAINTAINING HEAD DOWN DISPLAY SYSTEMS	2	2	2	1
L MAINTAINING FLIGHT CONTROL SYSTEMS	3	3	3	3
M MAINTAINING GENERAL AIR DATA COMPUTER SYSTEMS	2	2	2	2
N MAINTAINING ENGINE AND FUEL INSTRUMENT SYSTEMS	2	2	2	3
O MAINTAINING FLIGHT INSTRUMENT SYSTEMS	3	2	3	4
P MAINTAINING COMMUNICATION SYSTEMS	12	9	16	19
Q MAINTAINING NAVIGATIONAL SYSTEMS	8	6	10	8
R MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURE SYSTEMS	7	6	9	7
S MAINTAINING LOW-ALTITUDE NAVIGATION AND TARGETING INFRARED FOR NIGHT (LANTRN) TARGETING PODS	1	1	*	*
T MAINTAINING LANTRN NAVIGATIONAL PODS	1	2	*	*
U PERFORMING BLOCK-50 ACTIVITIES	*	1	*	0
V PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	6	7	3	7

TABLE 19

RELATIVE PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	ALL 2A372 (N=535)	ACTIVE 2A372 (N=294)	ANG 2A372 (N=226)	AFRES 2A372 (N=15)
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	23	32	12	6
B PERFORMING TRAINING ACTIVITIES	6	8	3	2
C PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	9	9	9	5
D PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL DATA ACTIVITIES	6	7	4	2
E PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4	4	3	4
F PERFORMING GENERAL AVIONIC MAINTENANCE ACTIVITIES	15	11	19	22
G MAINTAINING FIRE CONTROL RADAR SYSTEMS	2	1	3	3
H MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INS)	2	1	3	3
I MAINTAINING FIRE CONTROL COMPUTER OR COMPUTER COMPLEX SYSTEMS	2	2	3	3
J MAINTAINING HEAD UP DISPLAY (HUD) AND COCKPIT TELEVISION VIDEO SENSOR (CTVS) SYSTEMS	3	2	4	5
K MAINTAINING HEAD DOWN DISPLAY SYSTEMS	1	1	2	2
L MAINTAINING FLIGHT CONTROL SYSTEMS	4	3	5	6
M MAINTAINING GENERAL AIR DATA COMPUTER SYSTEMS	2	1	2	3
N MAINTAINING ENGINE AND FUEL INSTRUMENT SYSTEMS	3	2	4	6
O MAINTAINING FLIGHT INSTRUMENT SYSTEMS	3	2	4	5
P MAINTAINING COMMUNICATION SYSTEMS	5	3	7	7
Q MAINTAINING NAVIGATIONAL SYSTEMS	3	2	4	5
R MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURE SYSTEMS	3	2	4	6
S MAINTAINING LOW-ALTITUDE NAVIGATION AND TARGETING INFRARED FOR NIGHT (LANTIRN) TARGETING PODS	*	1	*	0
T MAINTAINING LANTIRN NAVIGATIONAL PODS	*	1	*	0
U PERFORMING BLOCK-50 ACTIVITIES	*	*	*	0
V PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	4	4	4	5

TABLE 20

REPRESENTATIVE TASKS PERFORMED BY ALL 2A332A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=93)
H267	Operationally check INSs	98
J297	Operationally check HUD systems	96
H274	Remove or install INS LRUs	95
J303	Remove or install HUD system LRUs	95
F195	Operate head up display (HUD) systems for integrated troubleshooting	94
H266	Isolate malfunctions to inertial navigation system (INS) LRUs	91
J296	Operationally check AVTR systems	90
F215	Perform BIT on UFCs	89
F218	Perform safety wiring	88
F208	Operationally check UFCs	88
F186	Isolate malfunctions of UFCs	88
J302	Remove or install AVTR system LRUs	87
J295	Isolate malfunctions to HUD pilot display units (PDUs)	87
G259	Operate FCR for operational checks or troubleshooting of other systems	86
K312	Perform BIT on MFDs or CMDIs	86
K304	Interpret BIT results on multifunction displays (MFDs) or color multifunction display indicators (CMDIs)	85
C108	Access core automated maintenance system (CAMS) menus and data screens	84
F171	Inspect aircraft wiring	84
J299	Perform BIT on HUD systems	84
K309	Operationally check MFDs or CMDIs	84
G263	Remove or install FCR system LRUs	83
G257	Isolate malfunctions to FCR system LRUs	83
J293	Isolate malfunctions of airborne videotape recorder (AVTR) system components	83
F240	Remove or install glare shields	83
I275	Isolate malfunctions to fire control computers (FCCs) or general avionics computers (GACs)	83
H273	Remove and install INU batteries	82
V556	Walk wings or tails during aircraft towing operations	82
F188	Isolate malfunctions to defective wiring	82
F175	Interpret BIT results on up-front controls (UFCs)	81
F228	Remove or install cannon-plug or wafer connectors	81
I280	Operate FCCs or GACs for integrated avionic systems	80
G256	Interpret BIT results on FCR systems	80
F194	Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	80
C117	Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	78
I283	Operationally check FCC or GAC systems	78
F196	Operate interphone systems to troubleshoot integrated avionics systems	78
F225	Remove or install avionic power panels	78
G262	Pressure test waveguide assemblies	77
I279	Load and verify canopy or correction coefficients	76
K315	Remove or install MFD or CMDI LRUs	76

* Average Number of Tasks Performed - 144

TABLE 21

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2A332A PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=83)
H267 Operationally check INSS	98
J297 Operationally check HUD systems	95
J303 Remove or install HUD system LRUs	95
H274 Remove or install INS LRUs	94
H266 Isolate malfunctions to inertial navigation system (INS) LRUs	94
F195 Operate head up display (HUD) systems for integrated troubleshooting	93
F208 Operationally check UFCs	92
J302 Remove or install AVTR system LRUs	90
F215 Perform BIT on UFCs	90
J296 Operationally check AVTR systems	90
K312 Perform BIT on MFDs or CMDIs	90
J295 Isolate malfunctions to HUD pilot display units (PDUs)	89
F218 Perform safety wiring	88
K309 Operationally check MFDs or CMDIs	88
F186 Isolate malfunctions of UFCs	88
C108 Access core automated maintenance system (CAMS) menus and data screens	87
V556 Walk wings or tails during aircraft towing operations	86
K304 Interpret BIT results on multifunction displays (MFDs) or color multifunction display indicators (CMDIs)	86
G259 Operate FCR for operational checks or troubleshooting of other systems	84
J293 Isolate malfunctions of airborne videotape recorder (AVTR) system components	84
F240 Remove or install glare shields	84
G257 Isolate malfunctions to FCR system LRUs	83
F171 Inspect aircraft wiring	83
C117 Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	82
G263 Remove or install FCR system LRUs	82
F175 Interpret BIT results on up-front controls (UFCs)	82
J299 Perform BIT on HUD systems	82
F225 Remove or install avionic power panels	82
K315 Remove or install MFD or CMDI LRUs	81
I275 Isolate malfunctions to fire control computers (FCCs) or general avionics computers (GACs)	81
F188 Isolate malfunctions to defective wiring	81
I280 Operate FCCs or GACs for integrated avionic systems	80
H273 Remove and install INU batteries	80
F251 Remove or install UFC LRUs	80
G256 Interpret BIT results on FCR systems	78
I283 Operationally check FCC or GAC systems	78
F194 Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	78
F228 Remove or install cannon-plug or wafer connectors	78
F196 Operate interphone systems to troubleshoot integrated avionics systems	77
K307 Isolate malfunctions to MFD or CMDI systems	77
F207 Operationally check throttle grip assemblies	77

* Average Number of Tasks Performed - 146

TABLE 22

REPRESENTATIVE TASKS PERFORMED BY ANG 2A332A PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=5)	
H270	Perform preflight INS alignments	100
H273	Remove and install INU batteries	100
H267	Operationally check INSs	100
F195	Operate head up display (HUD) systems for integrated troubleshooting	100
F220	Plug or cap electrical or air lines	100
H274	Remove or install INS LRUs	100
J301	Perform integration checks of HUD systems	100
F196	Operate interphone systems to troubleshoot integrated avionics systems	100
G263	Remove or install FCR system LRUs	100
G257	Isolate malfunctions to FCR system LRUs	100
G259	Operate FCR for operational checks or troubleshooting of other systems	100
J296	Operationally check AVTR systems	100
J297	Operationally check HUD systems	100
J299	Perform BIT on HUD systems	100
H266	Isolate malfunctions to inertial navigation system (INS) LRUs	100
G262	Pressure test waveguide assemblies	100
F228	Remove or install cannon-plug or wafer connectors	100
I275	Isolate malfunctions to fire control computers (FCCs) or general avionics computers (GACs)	100
I276	Isolate malfunctions to multiplex busses (MUXBUSs)	100
F226	Remove or install avionic systems minor hardware, such as control knobs	100
F188	Isolate malfunctions to defective wiring	100
H272	Recondition INU batteries	80
F205	Operationally check panel lighting	80
G256	Interpret BIT results on FCR systems	80
C117	Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	80
J303	Remove or install HUD system LRUs	80
F171	Inspect aircraft wiring	80
J302	Remove or install AVTR system LRUs	80
I279	Load and verify canopy or correction coefficients	80
F194	Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	80
G261	Perform FCR integration checks	80
Q424	Insert mode-4 codes	80
I280	Operate FCCs or GACs for integrated avionic systems	80
F249	Remove or install throttle grip assemblies	80
J293	Isolate malfunctions of airborne videotape recorder (AVTR) system components	80
F170	Adjust avionic systems minor hardware, such as control knobs	80
I285	Remove or install FCC or GAC system LRUs	80
F207	Operationally check throttle grip assemblies	80
I283	Operationally check FCC or GAC systems	80
F201	Operationally check flight control stick-grip assemblies	80
G258	Isolate malfunctions to FCR waveguide assemblies	80
F192	Isolate malfunctions within combined altitude radar altimeter (CARA) systems	80

TABLE 23

REPRESENTATIVE TASKS PERFORMED BY AFRES 2A332A PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=4)
F195 Operate head up display (HUD) systems for integrated troubleshooting	100
F194 Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	100
F215 Perform BIT on UFCs	100
F196 Operate interphone systems to troubleshoot integrated avionics systems	100
F210 Perform BIT of DTE LRUs	100
J303 Remove or install HUD system LRUs	100
J297 Operationally check HUD systems	100
F171 Inspect aircraft wiring	100
I275 Isolate malfunctions to fire control computers (FCCs) or general avionics computers (GACs)	100
F186 Isolate malfunctions of UFCs	100
H274 Remove or install INS LRUs	100
G256 Interpret BIT results on FCR systems	100
H267 Operationally check INSS	100
J299 Perform BIT on HUD systems	100
G259 Operate FCR for operational checks or troubleshooting of other systems	100
F228 Remove or install cannon-plug or wafer connectors	100
F177 Isolate malfunctions of data transfer equipment (DTE)	100
H273 Remove and install INU batteries	100
V524 Position or remove aircraft chocks	100
G262 Pressure test waveguide assemblies	100
F218 Perform safety wiring	100
K304 Interpret BIT results on multifunction displays (MFDs) or color multifunction display indicators (CMDIs)	100
V530 Remove or install aircraft doors or panels	75
F193 Load and verify display processors	75
J289 Boresight HUD systems	75
F208 Operationally check UFCs	75
F220 Plug or cap electrical or air lines	75
V535 Remove or install aircraft safety pins or locks	75
M349 Perform leak checks of pitot-static systems	75
F205 Operationally check panel lighting	75
J292 Interpret BIT results on HUD systems, other than CTVSs	75
V523 Position nonpowered or powered aerospace ground equipment (AGE)	75
J295 Isolate malfunctions to HUD pilot display units (PDUs)	75
H270 Perform preflight INS alignments	75
M348 Operationally check pitot-static probe heaters	75
J296 Operationally check AVTR systems	75
F240 Remove or install glare shields	75
F175 Interpret BIT results on up-front controls (UFCs)	75
M344 Isolate malfunctions of central air data computers (CADCs)	75
G255 Boresight fire control radar (FCR) antennas	75
V508 Launch or recover aircraft	75

* Average Number of Tasks Performed - 127

TABLE 24

REPRESENTATIVE TASKS PERFORMED BY ALL 2A332B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=37)
F171	Inspect aircraft wiring	92
L341	Remove or install flight control system LRUs	89
F170	Adjust avionic systems minor hardware, such as control knobs	86
M351	Remove or install central air data system LRUs	86
L323	Isolate malfunctions of flight control systems	84
M345	Isolate malfunctions of pitot-static systems	84
M348	Operationally check pitot-static probe heaters	84
L319	Isolate malfunctions of air data systems	84
L338	Perform flight control systems self-tests or BITs	81
M349	Perform leak checks of pitot-static systems	81
M344	Isolate malfunctions of central air data computers (CADCs)	81
M352	Remove or install pitot-static components	81
F228	Remove or install cannon-plug or wafer connectors	81
F187	Isolate malfunctions to avionics relays or relay matrixes	81
M343	Isolate malfunctions of air speed mach indicating systems	81
F197	Operationally check ADIs	81
F191	Isolate malfunctions within attitude direction indicators (ADIs)	81
C108	Access core automated maintenance system (CAMS) menus and data screens	78
F172	Inspect flightline support equipment	78
F218	Perform safety wiring	78
M347	Operationally check central air data systems	78
F194	Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	78
N353	Calibrate fuel quantity indicating systems	78
F188	Isolate malfunctions to defective wiring	78
F180	Isolate malfunctions of horizontal situational indicators (HSIs)	78
F201	Operationally check flight control stick-grip assemblies	78
F203	Operationally check HSIs	78
F253	Remove or install weight-on-wheel switches	76
V535	Remove or install aircraft safety pins or locks	76
F190	Isolate malfunctions to weight-on-wheel switches	76
F209	Operationally check weight-on-wheel switches	76
N356	Isolate malfunctions of fuel quantity indicating systems	76
F179	Isolate malfunctions of flight control stick-grip assemblies	76
O392	Remove or install AOA indicators	76
O384	Operationally check air speed mach indicating systems	76
F223	Remove or install ADIs	76
Q424	Insert mode-4 codes	73
L329	Operate flight control systems for integrated avionic systems troubleshooting	73
F220	Plug or cap electrical or air lines	73
F240	Remove or install glare shields	73
F196	Operate interphone systems to troubleshoot integrated avionics systems	73
O385	Operationally check AOA indicating systems	73
H267	Operationally check INSs	73
F227	Remove or install avionic systems relays or relay matrixes	73

TABLE 25

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2A332B PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=32)
F171 Inspect aircraft wiring	94
L341 Remove or install flight control system LRUs	88
M349 Perform leak checks of pitot-static systems	88
L323 Isolate malfunctions of flight control systems	88
F170 Adjust avionic systems minor hardware, such as control knobs	88
F172 Inspect flightline support equipment	88
M345 Isolate malfunctions of pitot-static systems	88
M351 Remove or install central air data system LRUs	88
L319 Isolate malfunctions of air data systems	88
M348 Operationally check pitot-static probe heaters	84
M344 Isolate malfunctions of central air data computers (CADCs)	84
M352 Remove or install pitot-static components	84
F253 Remove or install weight-on-wheel switches	84
M347 Operationally check central air data systems	84
C108 Access core automated maintenance system (CAMS) menus and data screens	81
L338 Perform flight control systems self-tests or BITs	81
V524 Position or remove aircraft chocks	81
V556 Walk wings or tails during aircraft towing operations	81
F218 Perform safety wiring	81
V535 Remove or install aircraft safety pins or locks	81
F228 Remove or install cannon-plug or wafer connectors	81
M343 Isolate malfunctions of air speed mach indicating systems	81
O384 Operationally check air speed mach indicating systems	81
F197 Operationally check ADIs	81
F191 Isolate malfunctions within attitude direction indicators (ADIs)	81
F203 Operationally check HSIs	81
F220 Plug or cap electrical or air lines	78
F190 Isolate malfunctions to weight-on-wheel switches	78
F194 Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	78
N353 Calibrate fuel quantity indicating systems	78
F209 Operationally check weight-on-wheel switches	78
F188 Isolate malfunctions to defective wiring	78
F187 Isolate malfunctions to avionics relays or relay matrixes	78
F217 Perform CSFDR downloads	75
V508 Launch or recover aircraft	75
F240 Remove or install glare shields	75
N356 Isolate malfunctions of fuel quantity indicating systems	75
F225 Remove or install avionic power panels	75
F179 Isolate malfunctions of flight control stick-grip assemblies	75
O385 Operationally check AOA indicating systems	75
O392 Remove or install AOA indicators	75
F201 Operationally check flight control stick-grip assemblies	75
F227 Remove or install avionic systems relays or relay matrixes	75
O390 Remove or install altimeters	75

* Average Number of Tasks Performed - 170

TABLE 26

REPRESENTATIVE TASKS PERFORMED BY ANG 2A332B PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=5)	
Q424	Insert mode-4 codes	100
F187	Isolate malfunctions to avionics relays or relay matrixes	100
L329	Operate flight control systems for integrated avionic systems troubleshooting	100
L341	Remove or install flight control system LRUs	100
F180	Isolate malfunctions of horizontal situational indicators (HSIs)	100
Q440	Remove or install IFF system LRUs	100
J303	Remove or install HUD system LRUs	100
P422	Remove or install UHF system LRUs	100
F201	Operationally check flight control stick-grip assemblies	100
I275	Isolate malfunctions to fire control computers (FCCs) or general avionics computers (GACs)	100
I285	Remove or install FCC or GAC system LRUs	100
N368	Remove or install FTIT indicators	100
V530	Remove or install aircraft doors or panels	80
F170	Adjust avionic systems minor hardware, such as control knobs	80
Q433	Operationally check IFF systems	80
F238	Remove or install fire control navigation panels (FCNPs)	80
F171	Inspect aircraft wiring	80
P421	Remove or install UHF antennas	80
K310	Operationally check REO display systems	80
O383	Operate flight instrument systems for integrated avionic systems	80
F194	Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	80
F195	Operate head up display (HUD) systems for integrated troubleshooting	80
J297	Operationally check HUD systems	80
O387	Operationally check magnetic standby compasses	80
F191	Isolate malfunctions within attitude direction indicators (ADIs)	80
H267	Operationally check INSs	80
N353	Calibrate fuel quantity indicating systems	80
M348	Operationally check pitot-static probe heaters	80
L317	Boresight angle-of-attack (AOA) transmitters	80
F188	Isolate malfunctions to defective wiring	80
L338	Perform flight control systems self-tests or BITs	80
P416	Operationally check UHF systems	80
G263	Remove or install FCR system LRUs	80
P417	Operationally check VHF systems	80
F228	Remove or install cannon-plug or wafer connectors	80
H266	Isolate malfunctions to inertial navigation system (INS) LRUs	80
F179	Isolate malfunctions of flight control stick-grip assemblies	80
G259	Operate FCR for operational checks or troubleshooting of other systems	80
F185	Isolate malfunctions of throttle grip assemblies	80
O392	Remove or install AOA indicators	80
P423	Remove or install VHF system LRUs	80
P399	Change ultrahigh frequency (UHF) or very-high frequency (VHF) radio preset frequencies	80

TABLE 27

REPRESENTATIVE TASKS PERFORMED BY ALL 2A332C PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=82)
Q424 Insert mode-4 codes	99
P422 Remove or install UHF system LRUs	95
P416 Operationally check UHF systems	93
Q443 Remove or install TACAN system LRUs	90
F196 Operate interphone systems to troubleshoot integrated avionics systems	89
P408 Isolate malfunctions of UHF systems	89
P421 Remove or install UHF antennas	89
F170 Adjust avionic systems minor hardware, such as control knobs	87
Q433 Operationally check IFF systems	87
Q435 Operationally check TACAN systems	87
F218 Perform safety wiring	85
C108 Access core automated maintenance system (CAMS) menus and data screens	84
P417 Operationally check VHF systems	84
Q438 Perform BIT on TACAN systems	84
R451 Operationally check RTWSs	83
F171 Inspect aircraft wiring	83
P423 Remove or install VHF system LRUs	83
P400 Insert codes into secure voice units	82
P409 Isolate malfunctions of VHF systems	82
P414 Operationally check intercommunication systems	82
P407 Isolate malfunctions of UHF antennas	82
F194 Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	82
Q431 Isolate malfunctions of TACAN systems	82
V556 Walk wings or tails during aircraft towing operations	80
Q440 Remove or install IFF system LRUs	80
R456 Remove or install ECM pods, pylons, or controls	79
R458 Remove or install RTWS LRUs	79
P399 Change ultrahigh frequency (UHF) or very-high frequency (VHF) radio preset frequencies	79
P420 Remove or install secure voice system LRUs	79
Q428 Isolate malfunctions of IFF systems	79
F228 Remove or install cannon-plug or wafer connectors	79
Q436 Perform BIT on IFF systems	79
P419 Remove or install intercommunication system LRUs	78
P410 Load HAVE QUICK frequencies	78
P415 Operationally check secure voice systems	77
Q425 Interpret BIT results on air-to-air identification friend or foe (IFF) systems	77
F203 Operationally check HSIs	77
Q434 Operationally check ILS systems	77
R448 Operate integrated avionic systems for RTWS troubleshooting	76
R447 Isolate malfunctions of radar threat warning systems (RTWSs)	76
R444 Isolate malfunctions of chaff-/flare dispenser systems (CFDSs)	76
F230 Remove or install coaxial cables	76
P405 Isolate malfunctions of interphone systems	74

* Average Number of Tasks Performed - 130

TABLE 28

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2A332C PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=73)
Q424	Insert mode-4 codes	99
P422	Remove or install UHF system LRUs	95
P416	Operationally check UHF systems	93
Q443	Remove or install TACAN system LRUs	90
P421	Remove or install UHF antennas	89
F196	Operate interphone systems to troubleshoot integrated avionics systems	88
P408	Isolate malfunctions of UHF systems	88
F170	Adjust avionic systems minor hardware, such as control knobs	86
Q435	Operationally check TACAN systems	86
Q433	Operationally check IFF systems	85
Q438	Perform BIT on TACAN systems	85
C108	Access core automated maintenance system (CAMS) menus and data screens	84
R451	Operationally check RTWSs	84
P417	Operationally check VHF systems	84
V556	Walk wings or tails during aircraft towing operations	84
F218	Perform safety wiring	84
F171	Inspect aircraft wiring	82
P423	Remove or install VHF system LRUs	82
F194	Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	82
P400	Insert codes into secure voice units	81
P409	Isolate malfunctions of VHF systems	81
P407	Isolate malfunctions of UHF antennas	81
P399	Change ultrahigh frequency (UHF) or very-high frequency (VHF) radio preset frequencies	81
F203	Operationally check HSIs	81
V524	Position or remove aircraft chocks	79
R456	Remove or install ECM pods, pylons, or controls	79
R458	Remove or install RTWS LRUs	79
P414	Operationally check intercommunication systems	79
Q428	Isolate malfunctions of IFF systems	79
Q440	Remove or install IFF system LRUs	79
F228	Remove or install cannon-plug or wafer connectors	79
Q431	Isolate malfunctions of TACAN systems	79
P420	Remove or install secure voice system LRUs	78
Q436	Perform BIT on IFF systems	78
P419	Remove or install intercommunication system LRUs	77
P410	Load HAVE QUICK frequencies	77
R448	Operate integrated avionic systems for RTWS troubleshooting	75
R447	Isolate malfunctions of radar threat warning systems (RTWSs)	75
P415	Operationally check secure voice systems	75
Q425	Interpret BIT results on air-to-air identification friend or foe (IFF) systems	75
Q434	Operationally check ILS systems	75
F172	Inspect flightline support equipment	74
R444	Isolate malfunctions of chaff-/flare dispenser systems (CFDSs)	74

* Average Number of Tasks Performed - 126

TABLE 29

REPRESENTATIVE TASKS PERFORMED BY ANG 2A332C PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=5)
Q424 Insert mode-4 codes	100
P400 Insert codes into secure voice units	100
F225 Remove or install avionic power panels	100
F218 Perform safety wiring	100
F230 Remove or install coaxial cables	100
Q425 Interpret BIT results on air-to-air identification friend or foe (IFF) systems	100
P422 Remove or install UHF system LRUs	100
P414 Operationally check intercommunication systems	100
F196 Operate interphone systems to troubleshoot integrated avionics systems	100
F228 Remove or install cannon-plug or wafer connectors	100
P408 Isolate malfunctions of UHF systems	100
F222 Remove corrosion or foreign matter from avionic components	100
Q435 Operationally check TACAN systems	100
Q433 Operationally check IFF systems	100
Q434 Operationally check ILS systems	100
F227 Remove or install avionic systems relays or relay matrixes	100
C108 Access core automated maintenance system (CAMS) menus and data screens	100
R458 Remove or install RTWS LRUs	100
P401 Isolate malfunctions of communication matrixes	100
Q431 Isolate malfunctions of TACAN systems	100
E162 Inventory equipment, tools, parts, or supplies	80
C117 Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	80
P415 Operationally check secure voice systems	80
R451 Operationally check RTWSs	80
R449 Operationally check CFDSs	80
F171 Inspect aircraft wiring	80
R455 Remove or install CFDS LRUs	80
R447 Isolate malfunctions of radar threat warning systems (RTWSs)	80
R444 Isolate malfunctions of chaff-/flare dispenser systems (CFDSs)	80
F224 Remove or install aircraft harnesses	80
P399 Change ultrahigh frequency (UHF) or very-high frequency (VHF) radio preset frequencies	80
Q441 Remove or install ILS system LRUs	80
Q443 Remove or install TACAN system LRUs	80
F226 Remove or install avionic systems minor hardware, such as control knobs	80
P423 Remove or install VHF system LRUs	80
F220 Plug or cap electrical or air lines	80
Q440 Remove or install IFF system LRUs	80
F197 Operationally check ADIs	80
F170 Adjust avionic systems minor hardware, such as control knobs	80
P416 Operationally check UHF systems	80
P409 Isolate malfunctions of VHF systems	80
F221 Remove and install LRU lithium batteries	80
F175 Interpret BIT results on up-front controls (UFCs)	80

TABLE 30

REPRESENTATIVE TASKS PERFORMED BY AFRES 2A332C PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=4)
R456 Remove or install ECM pods, pylons, or controls	100
Q424 Insert mode-4 codes	100
K315 Remove or install MFD or CMDI LRUs	100
F170 Adjust avionic systems minor hardware, such as control knobs	100
J302 Remove or install AVTR system LRUs	100
P423 Remove or install VHF system LRUs	100
Q440 Remove or install IFF system LRUs	100
P417 Operationally check VHF systems	100
Q433 Operationally check IFF systems	100
F171 Inspect aircraft wiring	100
P422 Remove or install UHF system LRUs	100
K309 Operationally check MFDs or CMDIs	100
P416 Operationally check UHF systems	100
K312 Perform BIT on MFDs or CMDIs	100
J296 Operationally check AVTR systems	100
Q441 Remove or install ILS system LRUs	100
P420 Remove or install secure voice system LRUs	100
Q443 Remove or install TACAN system LRUs	100
R444 Isolate malfunctions of chaff-/flare dispenser systems (CFDSs)	100
P415 Operationally check secure voice systems	100
P419 Remove or install intercommunication system LRUs	100
P409 Isolate malfunctions of VHF systems	100
Q428 Isolate malfunctions of IFF systems	100
Q436 Perform BIT on IFF systems	100
P408 Isolate malfunctions of UHF systems	100
F196 Operate interphone systems to troubleshoot integrated avionics systems	100
Q429 Isolate malfunctions of instrument landing systems (ILSs)	100
R445 Isolate malfunctions of electronic countermeasures (ECM) pod systems	100
P407 Isolate malfunctions of UHF antennas	100
F218 Perform safety wiring	100
P406 Isolate malfunctions of secure voice systems	100
P414 Operationally check intercommunication systems	100
P405 Isolate malfunctions of interphone systems	100
R450 Operationally check external ECM pod systems	100
K304 Interpret BIT results on multifunction displays (MFDs) or color multifunction display indicators (CMDIs)	100
P410 Load HAVE QUICK frequencies	100
F208 Operationally check UFCs	100
Q431 Isolate malfunctions of TACAN systems	100
P403 Isolate malfunctions of engine warning control units (EWCUs) or Voice Message Units (VMUs)	100
P421 Remove or install UHF antennas	100
F194 Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	100
F195 Operate head up display (HUD) systems for integrated troubleshooting	100

* Average Number of Tasks Performed - 182

TABLE 31

REPRESENTATIVE TASKS PERFORMED BY ALL 2A352A PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=219)
H267 Operationally check INSs	88
F171 Inspect aircraft wiring	88
J297 Operationally check HUD systems	88
H274 Remove or install INS LRUs	86
H266 Isolate malfunctions to inertial navigation system (INS) LRUs	86
F218 Perform safety wiring	86
F195 Operate head up display (HUD) systems for integrated troubleshooting	86
J303 Remove or install HUD system LRUs	86
J295 Isolate malfunctions to HUD pilot display units (PDUs)	84
G263 Remove or install FCR system LRUs	84
F170 Adjust avionic systems minor hardware, such as control knobs	84
C108 Access core automated maintenance system (CAMS) menus and data screens	84
F226 Remove or install avionic systems minor hardware, such as control knobs	84
F207 Operationally check throttle grip assemblies	83
F228 Remove or install cannon-plug or wafer connectors	83
G259 Operate FCR for operational checks or troubleshooting of other systems	83
G257 Isolate malfunctions to FCR system LRUs	82
I275 Isolate malfunctions to fire control computers (FCCs) or general avionics computers (GACs)	82
J299 Perform BIT on HUD systems	82
F249 Remove or install throttle grip assemblies	82
F187 Isolate malfunctions to avionics relays or relay matrixes	82
G256 Interpret BIT results on FCR systems	81
F188 Isolate malfunctions to defective wiring	81
F203 Operationally check HSIs	81
F185 Isolate malfunctions of throttle grip assemblies	81
I280 Operate FCCs or GACs for integrated avionic systems	81
F196 Operate interphone systems to troubleshoot integrated avionics systems	80
K309 Operationally check MFDs or CMDIs	80
G262 Pressure test waveguide assemblies	80
I285 Remove or install FCC or GAC system LRUs	80
F208 Operationally check UFCs	80
F242 Remove or install HSIs	80
J302 Remove or install AVTR system LRUs	79
F240 Remove or install glare shields	79
F230 Remove or install coaxial cables	79
F227 Remove or install avionic systems relays or relay matrixes	79
I279 Load and verify canopy or correction coefficients	79
G258 Isolate malfunctions to FCR waveguide assemblies	79
F225 Remove or install avionic power panels	79
F197 Operationally check ADIs	79
I283 Operationally check FCC or GAC systems	78
F215 Perform BIT on UFCs	78
F186 Isolate malfunctions of UFCs	78

* Average Number of Tasks Performed - 200

TABLE 32

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2A352A PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=140)	
C108	Access core automated maintenance system (CAMS) menus and data screens	85
K309	Operationally check MFDs or CMDIs	84
J303	Remove or install HUD system LRUs	84
F171	Inspect aircraft wiring	83
H267	Operationally check INSSs	83
J297	Operationally check HUD systems	83
F218	Perform safety wiring	83
K307	Isolate malfunctions to MFD or CMDI systems	83
H274	Remove or install INS LRUs	82
K312	Perform BIT on MFDs or CMDIs	82
F195	Operate head up display (HUD) systems for integrated troubleshooting	81
H266	Isolate malfunctions to inertial navigation system (INS) LRUs	81
J295	Isolate malfunctions to HUD pilot display units (PDUs)	81
F207	Operationally check throttle grip assemblies	81
F208	Operationally check UFCs	81
F185	Isolate malfunctions of throttle grip assemblies	81
F187	Isolate malfunctions to avionics relays or relay matrixes	81
F249	Remove or install throttle grip assemblies	81
K304	Interpret BIT results on multifunction displays (MFDs) or color multifunction display indicators (CMDIs)	80
K315	Remove or install MFD or CMDI LRUs	80
F186	Isolate malfunctions of UFCs	80
F188	Isolate malfunctions to defective wiring	80
F228	Remove or install cannon-plug or wafer connectors	80
F170	Adjust avionic systems minor hardware, such as control knobs	79
F215	Perform BIT on UFCs	79
G263	Remove or install FCR system LRUs	78
J299	Perform BIT on HUD systems	78
F203	Operationally check HSIs	78
F240	Remove or install glare shields	77
F226	Remove or install avionic systems minor hardware, such as control knobs	77
G257	Isolate malfunctions to FCR system LRUs	76
I280	Operate FCCs or GACs for integrated avionic systems	76
G259	Operate FCR for operational checks or troubleshooting of other systems	76
F230	Remove or install coaxial cables	76
F242	Remove or install HSIs	76
F197	Operationally check ADIs	76
I283	Operationally check FCC or GAC systems	76
I275	Isolate malfunctions to fire control computers (FCCs) or general avionics computers (GACs)	76
I285	Remove or install FCC or GAC system LRUs	76
J302	Remove or install AVTR system LRUs	76
J296	Operationally check AVTR systems	76
F196	Operate interphone systems to troubleshoot integrated avionics systems	76

* Average Number of Tasks Performed - 197

TABLE 33

REPRESENTATIVE TASKS PERFORMED BY ANG 2A352A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=72)
H267	Operationally check INSS	97
F171	Inspect aircraft wiring	96
J297	Operationally check HUD systems	96
G263	Remove or install FCR system LRUs	94
G259	Operate FCR for operational checks or troubleshooting of other systems	94
G256	Interpret BIT results on FCR systems	94
G262	Pressure test waveguide assemblies	94
H266	Isolate malfunctions to inertial navigation system (INS) LRUs	94
I275	Isolate malfunctions to fire control computers (FCCs) or general avionics computers (GACs)	94
F226	Remove or install avionic systems minor hardware, such as control knobs	94
F195	Operate head up display (HUD) systems for integrated troubleshooting	93
G257	Isolate malfunctions to FCR system LRUs	93
H274	Remove or install INS LRUs	93
F170	Adjust avionic systems minor hardware, such as control knobs	92
H273	Remove and install INU batteries	92
F218	Perform safety wiring	92
G264	Remove or install waveguides	92
J299	Perform BIT on HUD systems	90
G258	Isolate malfunctions to FCR waveguide assemblies	90
I280	Operate FCCs or GACs for integrated avionic systems	89
J303	Remove or install HUD system LRUs	89
J295	Isolate malfunctions to HUD pilot display units (PDUs)	89
I279	Load and verify canopy or correction coefficients	89
F196	Operate interphone systems to troubleshoot integrated avionics systems	88
Q424	Insert mode-4 codes	88
F219	Perform TCTO modifications	88
F228	Remove or install cannon-plug or wafer connectors	88
I285	Remove or install FCC or GAC system LRUs	86
F203	Operationally check HSIs	86
F201	Operationally check flight control stick-grip assemblies	86
F242	Remove or install HSIs	86
F227	Remove or install avionic systems relays or relay matrixes	86
G261	Perform FCR integration checks	85
F207	Operationally check throttle grip assemblies	85
I283	Operationally check FCC or GAC systems	83
J301	Perform integration checks of HUD systems	83
J302	Remove or install AVTR system LRUs	83
F188	Isolate malfunctions to defective wiring	83
P416	Operationally check UHF systems	83
P417	Operationally check VHF systems	83
F249	Remove or install throttle grip assemblies	83
I276	Isolate malfunctions to multiplex busses (MUXBUSs)	83
F223	Remove or install ADIs	83

* Average Number of Tasks Performed - 199

TABLE 34

REPRESENTATIVE TASKS PERFORMED BY AFRES 2A352A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=7)
C108	Access core automated maintenance system (CAMS) menus and data screens	100
C117	Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	100
G263	Remove or install FCR system LRUs	100
F208	Operationally check UFCs	100
H267	Operationally check INSs	100
F170	Adjust avionic systems minor hardware, such as control knobs	100
R447	Isolate malfunctions of radar threat warning systems (RTWSs)	100
H274	Remove or install INS LRUs	100
H273	Remove and install INU batteries	100
F177	Isolate malfunctions of data transfer equipment (DTE)	100
Q424	Insert mode-4 codes	100
F171	Inspect aircraft wiring	100
F196	Operate interphone systems to troubleshoot integrated avionics systems	100
C122	Review aircraft flight or maintenance records, such as AF Forms 781 series	100
F172	Inspect flightline support equipment	100
R444	Isolate malfunctions of chaff-/flare dispenser systems (CFDSs)	100
P417	Operationally check VHF systems	100
P416	Operationally check UHF systems	100
F195	Operate head up display (HUD) systems for integrated troubleshooting	100
H266	Isolate malfunctions to inertial navigation system (INS) LRUs	100
J293	Isolate malfunctions of airborne videotape recorder (AVTR) system components	100
V530	Remove or install aircraft doors or panels	100
I279	Load and verify canopy or correction coefficients	100
I285	Remove or install FCC or GAC system LRUs	100
J300	Perform confidence checks of HUD systems	100
G264	Remove or install waveguides	100
P423	Remove or install VHF system LRUs	100
P422	Remove or install UHF system LRUs	100
F201	Operationally check flight control stick-grip assemblies	100
F221	Remove and install LRU lithium batteries	100
J303	Remove or install HUD system LRUs	100
P406	Isolate malfunctions of secure voice systems	100
J297	Operationally check HUD systems	100
J296	Operationally check AVTR systems	100
F203	Operationally check HSIs	100
J295	Isolate malfunctions to HUD pilot display units (PDUs)	100
P409	Isolate malfunctions of VHF systems	100
J302	Remove or install AVTR system LRUs	100
F220	Plug or cap electrical or air lines	100
P405	Isolate malfunctions of interphone systems	100
F187	Isolate malfunctions to avionics relays or relay matrixes	100
K312	Perform BIT on MFDs or CMDIs	100
P421	Remove or install UHF antennas	100
K309	Operationally check MFDs or CMDIs	100

* Average Number of Tasks Performed - 255

TABLE 35

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSCs 2A332A AND 2A352A PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2A332A N=83	DAFSC 2A352A N=140	DIFF
V557 Wash aircraft	72.29	53.57	18.72
R446 Isolate malfunctions of interference blanker systems	10.84	55.71	-44.87
B84 Conduct OJT	13.25	53.57	-40.32
R457 Remove or install interference blankers	14.46	54.29	-39.83
P403 Isolate malfunctions of engine warning control units (EWCUs) or Voice Message Units (VMUs)	12.05	50.00	-37.95
R448 Operate integrated avionic systems for RTWS troubleshooting	22.89	57.86	-34.97
R458 Remove or install RTWS LRUs	25.30	60.00	-34.70
R454 Program RTWSs	16.87	51.43	-34.56
R447 Isolate malfunctions of radar threat warning systems (RTWSs)	26.51	60.71	-34.21
F243 Remove or install IMSCs	20.48	54.29	-33.80
M347 Operationally check central air data systems	26.51	60.00	-33.49
P412 Operationally check HAVE QUICK systems	14.46	47.86	-33.40
P402 Isolate malfunctions of communication navigational integration (CNI) switches	20.48	53.57	-33.09
F204 Operationally check IMSCs	24.10	57.14	-33.05
L322 Isolate malfunctions of flight control power systems	18.07	50.71	-32.64
C116 Initiate deficiency, service, or status reports, such as RODs or PQDRs	21.69	54.29	-32.60
P411 Operationally check CNI switches	20.48	52.86	-32.38
N370 Remove or install fuel quantity indicating system components	16.87	48.57	-31.70
F182 Isolate malfunctions of instrument mode select couplers (IMSCs)	24.10	55.71	-31.62

TABLE 36

REPRESENTATIVE TASKS PERFORMED BY ALL 2A352B PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=170)	
F171	Inspect aircraft wiring	89
F201	Operationally check flight control stick-grip assemblies	87
C108	Access core automated maintenance system (CAMS) menus and data screens	86
L341	Remove or install flight control system LRUs	86
F195	Operate head up display (HUD) systems for integrated troubleshooting	86
M347	Operationally check central air data systems	86
L323	Isolate malfunctions of flight control systems	85
F218	Perform safety wiring	85
F170	Adjust avionic systems minor hardware, such as control knobs	85
F228	Remove or install cannon-plug or wafer connectors	85
F196	Operate interphone systems to troubleshoot integrated avionics systems	85
F188	Isolate malfunctions to defective wiring	85
M348	Operationally check pitot-static probe heaters	85
L338	Perform flight control systems self-tests or BITs	84
M349	Perform leak checks of pitot-static systems	84
M351	Remove or install central air data system LRUs	84
F240	Remove or install glare shields	84
F226	Remove or install avionic systems minor hardware, such as control knobs	84
F172	Inspect flightline support equipment	83
L319	Isolate malfunctions of air data systems	83
H267	Operationally check INSs	83
F203	Operationally check HSIs	83
O385	Operationally check AOA indicating systems	83
F242	Remove or install HSIs	83
C117	Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	82
F190	Isolate malfunctions to weight-on-wheel switches	82
L333	Operationally check flight control power systems	82
M344	Isolate malfunctions of central air data computers (CADCs)	82
F197	Operationally check ADIs	82
M352	Remove or install pitot-static components	82
F179	Isolate malfunctions of flight control stick-grip assemblies	82
F227	Remove or install avionic systems relays or relay matrixes	82
M345	Isolate malfunctions of pitot-static systems	81
O384	Operationally check air speed mach indicating systems	81
O390	Remove or install altimeters	81
L329	Operate flight control systems for integrated avionic systems troubleshooting	81
F187	Isolate malfunctions to avionics relays or relay matrixes	81
H274	Remove or install INS LRUs	81
L322	Isolate malfunctions of flight control power systems	81
O383	Operate flight instrument systems for integrated avionic systems	81
M343	Isolate malfunctions of air speed mach indicating systems	81
F223	Remove or install ADIs	81
F239	Remove or install flight control stick-grip assemblies	81
O392	Remove or install AOA indicators	81

* Average Number of Tasks Performed - 220

TABLE 37

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2A352B PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=112)
C108	Access core automated maintenance system (CAMS) menus and data screens	93
C117	Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	85
F172	Inspect flightline support equipment	85
F171	Inspect aircraft wiring	85
F201	Operationally check flight control stick-grip assemblies	85
L341	Remove or install flight control system LRUs	83
L323	Isolate malfunctions of flight control systems	83
F228	Remove or install cannon-plug or wafer connectors	83
L338	Perform flight control systems self-tests or BITs	82
F218	Perform safety wiring	82
M347	Operationally check central air data systems	82
F179	Isolate malfunctions of flight control stick-grip assemblies	82
M349	Perform leak checks of pitot-static systems	81
F170	Adjust avionic systems minor hardware, such as control knobs	81
M348	Operationally check pitot-static probe heaters	81
F203	Operationally check HSIs	81
F242	Remove or install HSIs	81
F195	Operate head up display (HUD) systems for integrated troubleshooting	80
L333	Operationally check flight control power systems	80
F188	Isolate malfunctions to defective wiring	80
V556	Walk wings or tails during aircraft towing operations	80
F240	Remove or install glare shields	80
F196	Operate interphone systems to troubleshoot integrated avionics systems	80
H267	Operationally check INSs	79
L319	Isolate malfunctions of air data systems	79
M345	Isolate malfunctions of pitot-static systems	79
L322	Isolate malfunctions of flight control power systems	79
O384	Operationally check air speed mach indicating systems	79
O390	Remove or install altimeters	79
M352	Remove or install pitot-static components	79
M351	Remove or install central air data system LRUs	79
F197	Operationally check ADIs	79
O385	Operationally check AOA indicating systems	79
F190	Isolate malfunctions to weight-on-wheel switches	79
M344	Isolate malfunctions of central air data computers (CADCs)	79
M343	Isolate malfunctions of air speed mach indicating systems	79
F227	Remove or install avionic systems relays or relay matrixes	79
F191	Isolate malfunctions within attitude direction indicators (ADIs)	79
F223	Remove or install ADIs	79
F226	Remove or install avionic systems minor hardware, such as control knobs	79
L329	Operate flight control systems for integrated avionic systems troubleshooting	78
F187	Isolate malfunctions to avionics relays or relay matrixes	78
L336	Perform flight control manual trim checks	78
L337	Perform flight control stick-grip confidence checks	78

TABLE 38

REPRESENTATIVE TASKS PERFORMED BY ANG 2A352B PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=49)	
F171	Inspect aircraft wiring	98
F195	Operate head up display (HUD) systems for integrated troubleshooting	96
J303	Remove or install HUD system LRUs	96
L341	Remove or install flight control system LRUs	94
F170	Adjust avionic systems minor hardware, such as control knobs	94
F188	Isolate malfunctions to defective wiring	94
F196	Operate interphone systems to troubleshoot integrated avionics systems	92
F190	Isolate malfunctions to weight-on-wheel switches	92
Q424	Insert mode-4 codes	92
F218	Perform safety wiring	92
L323	Isolate malfunctions of flight control systems	92
L319	Isolate malfunctions of air data systems	92
M351	Remove or install central air data system LRUs	92
G259	Operate FCR for operational checks or troubleshooting of other systems	92
M344	Isolate malfunctions of central air data computers (CADCs)	92
N353	Calibrate fuel quantity indicating systems	92
F226	Remove or install avionic systems minor hardware, such as control knobs	92
M347	Operationally check central air data systems	92
L333	Operationally check flight control power systems	90
F240	Remove or install glare shields	90
L335	Operationally check seat data recorders	90
M349	Perform leak checks of pitot-static systems	90
F187	Isolate malfunctions to avionics relays or relay matrixes	90
F220	Plug or cap electrical or air lines	90
H267	Operationally check INSs	90
N363	Operationally check fuel quantity indicating systems	90
M348	Operationally check pitot-static probe heaters	90
F197	Operationally check ADIs	90
J302	Remove or install AVTR system LRUs	90
L325	Isolate malfunctions of seat data recorders	90
O385	Operationally check AOA indicating systems	90
N356	Isolate malfunctions of fuel quantity indicating systems	90
F203	Operationally check HSIs	90
O383	Operate flight instrument systems for integrated avionic systems	90
F201	Operationally check flight control stick-grip assemblies	90
O378	Isolate malfunctions of AOA indicating systems	90
O392	Remove or install AOA indicators	90
F209	Operationally check weight-on-wheel switches	88
J297	Operationally check HUD systems	88
F205	Operationally check panel lighting	88
H274	Remove or install INS LRUs	88
O384	Operationally check air speed mach indicating systems	88
M352	Remove or install pitot-static components	88
N364	Operationally check hydraulic pressure indicating systems	88

* Average Number of Tasks Performed - 232

TABLE 39

REPRESENTATIVE TASKS PERFORMED BY AFRES 2A352B PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=9)
F171 Inspect aircraft wiring	100
F228 Remove or install cannon-plug or wafer connectors	100
F220 Plug or cap electrical or air lines	100
F196 Operate interphone systems to troubleshoot integrated avionics systems	100
F219 Perform TCTO modifications	100
V524 Position or remove aircraft chocks	100
F195 Operate head up display (HUD) systems for integrated troubleshooting	100
J296 Operationally check AVTR systems	100
L338 Perform flight control systems self-tests or BITs	100
J297 Operationally check HUD systems	100
M351 Remove or install central air data system LRUs	100
F172 Inspect flightline support equipment	100
F208 Operationally check UFCs	100
M347 Operationally check central air data systems	100
M348 Operationally check pitot-static probe heaters	100
N363 Operationally check fuel quantity indicating systems	100
F201 Operationally check flight control stick-grip assemblies	100
N362 Operationally check fuel flow indicating systems	100
P417 Operationally check VHF systems	100
F251 Remove or install UFC LRUs	100
L329 Operate flight control systems for integrated avionic systems troubleshooting	100
P416 Operationally check UHF systems	100
F207 Operationally check throttle grip assemblies	100
F225 Remove or install avionic power panels	100
F226 Remove or install avionic systems minor hardware, such as control knobs	100
F218 Perform safety wiring	89
V508 Launch or recover aircraft	89
V523 Position nonpowered or powered aerospace ground equipment (AGE)	89
Q424 Insert mode-4 codes	89
F194 Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	89
R456 Remove or install ECM pods, pylons, or controls	89
L341 Remove or install flight control system LRUs	89
G263 Remove or install FCR system LRUs	89
F205 Operationally check panel lighting	89
M349 Perform leak checks of pitot-static systems	89
Q433 Operationally check IFF systems	89
R450 Operationally check external ECM pod systems	89
Q440 Remove or install IFF system LRUs	89
Q436 Perform BIT on IFF systems	89
H267 Operationally check INSs	89
F215 Perform BIT on UFCs	89
G257 Isolate malfunctions to FCR system LRUs	89
F191 Isolate malfunctions within attitude direction indicators (ADIs)	89
K312 Perform BIT on MFDs or CMDIs	89

* Average Number of Tasks Performed - 247

TABLE 40

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSCs 2A332B AND 2A352B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2A332B N=32	DAFSC 2A352B N=112	DIFF
F238 Remove or install fire control navigation panels (FCNPs)	37.50	16.07	21.43
J301 Perform integration checks of HUD systems	21.88	65.18	-43.30
J292 Interpret BIT results on HUD systems, other than CTVSs	15.62	56.25	-40.62
A72 Supervise military personnel	.00	37.50	-37.50
B84 Conduct OJT	15.62	51.79	-36.16
C125 Update maintenance data collection (MDC) data in CAMS	6.25	41.07	-34.82
F243 Remove or install IMSCs	15.62	49.11	-33.48
J300 Perform confidence checks of HUD systems	21.88	53.57	-31.70
R447 Isolate malfunctions of radar threat warning systems (RTWSs)	28.12	58.93	-30.80
P414 Operationally check intercommunication systems	37.50	66.96	-29.46
Q431 Isolate malfunctions of TACAN systems	31.25	60.71	-29.46
J294 Isolate malfunctions to CTVSs	15.62	44.64	-29.02
G261 Perform FCR integration checks	21.88	50.89	-29.02
B86 Counsel trainees on training progress	.00	28.57	-28.57
Q428 Isolate malfunctions of IFF systems	34.38	62.50	-28.12
F204 Operationally check IMSCs	21.88	50.00	-28.12
F210 Perform BIT of DTE LRUs	28.12	56.25	-28.12
F175 Interpret BIT results on up-front controls (UFCs)	43.75	71.43	-27.68
G257 Isolate malfunctions to FCR system LRUs	40.62	67.86	-27.23

TABLE 41

REPRESENTATIVE TASKS PERFORMED BY ALL 2A352C PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=230)
P416	Operationally check UHF systems	87
P422	Remove or install UHF system LRUs	86
Q435	Operationally check TACAN systems	85
Q433	Operationally check IFF systems	85
F196	Operate interphone systems to troubleshoot integrated avionics systems	85
P421	Remove or install UHF antennas	85
Q440	Remove or install IFF system LRUs	85
Q424	Insert mode-4 codes	84
P414	Operationally check intercommunication systems	84
Q443	Remove or install TACAN system LRUs	84
P417	Operationally check VHF systems	83
P408	Isolate malfunctions of UHF systems	82
Q434	Operationally check ILS systems	82
R458	Remove or install RTWS LRUs	82
P420	Remove or install secure voice system LRUs	82
F171	Inspect aircraft wiring	82
F170	Adjust avionic systems minor hardware, such as control knobs	82
F195	Operate head up display (HUD) systems for integrated troubleshooting	82
Q436	Perform BIT on IFF systems	81
P419	Remove or install intercommunication system LRUs	81
P415	Operationally check secure voice systems	81
P423	Remove or install VHF system LRUs	81
Q428	Isolate malfunctions of IFF systems	81
P400	Insert codes into secure voice units	80
P407	Isolate malfunctions of UHF antennas	80
Q438	Perform BIT on TACAN systems	80
F218	Perform safety wiring	80
F226	Remove or install avionic systems minor hardware, such as control knobs	80
P409	Isolate malfunctions of VHF systems	80
P405	Isolate malfunctions of interphone systems	80
H267	Operationally check INSs	80
F203	Operationally check HSIs	80
Q431	Isolate malfunctions of TACAN systems	79
H274	Remove or install INS LRUs	79
R451	Operationally check RTWSs	78
R447	Isolate malfunctions of radar threat warning systems (RTWSs)	78
P399	Change ultrahigh frequency (UHF) or very-high frequency (VHF) radio preset frequencies	78
R444	Isolate malfunctions of chaff-/flare dispenser systems (CFDSs)	78
P410	Load HAVE QUICK frequencies	78
F180	Isolate malfunctions of horizontal situational indicators (HSIs)	78
F194	Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	77
Q441	Remove or install ILS system LRUs	77

* Average Number of Tasks Performed - 187

TABLE 42

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2A352C PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=138)
Q443 Remove or install TACAN system LRUs	81
P416 Operationally check UHF systems	80
Q433 Operationally check IFF systems	80
F218 Perform safety wiring	80
Q440 Remove or install IFF system LRUs	80
Q435 Operationally check TACAN systems	80
F196 Operate interphone systems to troubleshoot integrated avionics systems	80
P422 Remove or install UHF system LRUs	80
P421 Remove or install UHF antennas	80
Q438 Perform BIT on TACAN systems	80
C108 Access core automated maintenance system (CAMS) menus and data screens	79
P414 Operationally check intercommunication systems	79
F208 Operationally check UFCs	79
F203 Operationally check HSIs	79
Q424 Insert mode-4 codes	78
P420 Remove or install secure voice system LRUs	78
F215 Perform BIT on UFCs	78
R458 Remove or install RTWS LRUs	78
Q436 Perform BIT on IFF systems	78
F171 Inspect aircraft wiring	78
H274 Remove or install INS LRUs	78
Q434 Operationally check ILS systems	78
F180 Isolate malfunctions of horizontal situational indicators (HSIs)	78
F242 Remove or install HSIs	78
F194 Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	77
F195 Operate head up display (HUD) systems for integrated troubleshooting	77
F170 Adjust avionic systems minor hardware, such as control knobs	77
F240 Remove or install glare shields	77
R451 Operationally check RTWSs	76
P408 Isolate malfunctions of UHF systems	76
I280 Operate FCCs or GACs for integrated avionic systems	76
Q428 Isolate malfunctions of IFF systems	76
H267 Operationally check INSs	76
P419 Remove or install intercommunication system LRUs	76
P405 Isolate malfunctions of interphone systems	76
F226 Remove or install avionic systems minor hardware, such as control knobs	76
P400 Insert codes into secure voice units	75
R447 Isolate malfunctions of radar threat warning systems (RTWSs)	75
P417 Operationally check VHF systems	75
G263 Remove or install FCR system LRUs	75
F228 Remove or install cannon-plug or wafer connectors	75
F186 Isolate malfunctions of UFCs	75
F223 Remove or install ADIs	75
P423 Remove or install VHF system LRUs	75

* Average Number of Tasks Performed - 191

TABLE 43

REPRESENTATIVE TASKS PERFORMED BY ANG 2A352C PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=81)	
P416	Operationally check UHF systems	95
P422	Remove or install UHF system LRUs	95
Q424	Insert mode-4 codes	94
P417	Operationally check VHF systems	94
P421	Remove or install UHF antennas	94
P408	Isolate malfunctions of UHF systems	93
P415	Operationally check secure voice systems	93
P414	Operationally check intercommunication systems	93
Q440	Remove or install IFF system LRUs	93
Q435	Operationally check TACAN systems	93
F196	Operate interphone systems to troubleshoot integrated avionics systems	91
Q433	Operationally check IFF systems	91
P409	Isolate malfunctions of VHF systems	91
F195	Operate head up display (HUD) systems for integrated troubleshooting	91
R444	Isolate malfunctions of chaff-/flare dispenser systems (CFDSs)	90
P423	Remove or install VHF system LRUs	90
F170	Adjust avionic systems minor hardware, such as control knobs	90
P419	Remove or install intercommunication system LRUs	89
P407	Isolate malfunctions of UHF antennas	89
Q428	Isolate malfunctions of IFF systems	89
Q434	Operationally check ILS systems	89
F226	Remove or install avionic systems minor hardware, such as control knobs	89
P400	Insert codes into secure voice units	88
R458	Remove or install RTWS LRUs	88
P410	Load HAVE QUICK frequencies	88
P412	Operationally check HAVE QUICK systems	88
P420	Remove or install secure voice system LRUs	88
F171	Inspect aircraft wiring	88
Q443	Remove or install TACAN system LRUs	88
Q436	Perform BIT on IFF systems	86
Q431	Isolate malfunctions of TACAN systems	86
P406	Isolate malfunctions of secure voice systems	85
P405	Isolate malfunctions of interphone systems	85
F205	Operationally check panel lighting	85
H267	Operationally check INSS	85
R447	Isolate malfunctions of radar threat warning systems (RTWSs)	84
P399	Change ultrahigh frequency (UHF) or very-high frequency (VHF) radio preset frequencies	84
Q425	Interpret BIT results on air-to-air identification friend or foe (IFF) systems	83
Q441	Remove or install ILS system LRUs	83
R451	Operationally check RTWSs	81
F221	Remove and install LRU lithium batteries	81
R448	Operate integrated avionic systems for RTWS troubleshooting	80
Q438	Perform BIT on TACAN systems	80

* Average Number of Tasks Performed - 179

TABLE 44

REPRESENTATIVE TASKS PERFORMED BY AFRES 2A352C PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=11)
P399 Change ultrahigh frequency (UHF) or very-high frequency (VHF) radio preset frequencies	100
P416 Operationally check UHF systems	100
P417 Operationally check VHF systems	100
Q424 Insert mode-4 codes	91
P400 Insert codes into secure voice units	91
F188 Isolate malfunctions to defective wiring	91
P422 Remove or install UHF system LRUs	91
P423 Remove or install VHF system LRUs	91
Q433 Operationally check IFF systems	91
P414 Operationally check intercommunication systems	91
P419 Remove or install intercommunication system LRUs	91
C117 Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	91
F171 Inspect aircraft wiring	91
F196 Operate interphone systems to troubleshoot integrated avionics systems	91
G263 Remove or install FCR system LRUs	91
Q436 Perform BIT on IFF systems	91
R458 Remove or install RTWS LRUs	91
H274 Remove or install INS LRUs	91
Q443 Remove or install TACAN system LRUs	91
Q435 Operationally check TACAN systems	91
J303 Remove or install HUD system LRUs	91
Q441 Remove or install ILS system LRUs	91
Q434 Operationally check ILS systems	91
P415 Operationally check secure voice systems	82
P420 Remove or install secure voice system LRUs	82
F170 Adjust avionic systems minor hardware, such as control knobs	82
Q425 Interpret BIT results on air-to-air identification friend or foe (IFF) systems	82
P409 Isolate malfunctions of VHF systems	82
P408 Isolate malfunctions of UHF systems	82
R451 Operationally check RTWSs	82
P412 Operationally check HAVE QUICK systems	82
R455 Remove or install CFDS LRUs	82
R444 Isolate malfunctions of chaff-/flare dispenser systems (CFDSs)	82
R452 Program CFDSs	82
P411 Operationally check CNI switches	82
P407 Isolate malfunctions of UHF antennas	82
G259 Operate FCR for operational checks or troubleshooting of other systems	82
P421 Remove or install UHF antennas	82
P405 Isolate malfunctions of interphone systems	82
Q428 Isolate malfunctions of IFF systems	82
Q440 Remove or install IFF system LRUs	82
P402 Isolate malfunctions of communication navigational integration (CNI) switches	82
Q438 Perform BIT on TACAN systems	82

* Average Number of Tasks Performed - 199

TABLE 45

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSCs 2A332C AND 2A352C PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2A332C N=73	DAFSC 2A352C N=138	DIFF
Q424 Insert mode-4 codes	98.63	78.26	20.37
P404 Isolate malfunctions of high frequency (HF) systems	35.62	13.04	22.57
M351 Remove or install central air data system LRUs	17.81	61.59	-43.79
F239 Remove or install flight control stick-grip assemblies	16.44	58.70	-42.26
G257 Isolate malfunctions to FCR system LRUs	28.77	71.01	-42.25
L323 Isolate malfunctions of flight control systems	15.07	55.80	-40.73
M344 Isolate malfunctions of central air data computers (CADCs)	9.59	50.00	-40.41
L333 Operationally check flight control power systems	5.48	45.65	-40.17
L325 Isolate malfunctions of seat data recorders	2.74	42.75	-40.01
G258 Isolate malfunctions to FCR waveguide assemblies	19.18	58.70	-39.52
L338 Perform flight control systems self-tests or BITs	24.66	63.77	-39.11
F189 Isolate malfunctions to global positioning systems (GPSs)	23.29	62.32	-39.03
L335 Operationally check seat data recorders	4.11	42.75	-38.64
N363 Operationally check fuel quantity indicating systems	10.96	49.28	-38.32
O391 Remove or install AOA indexers	9.59	47.83	-38.24
L322 Isolate malfunctions of flight control power systems	6.85	44.93	-38.08
F177 Isolate malfunctions of data transfer equipment (DTE)	24.66	62.32	-37.66
N370 Remove or install fuel quantity indicating system components	8.22	44.93	-36.71
F249 Remove or install throttle grip assemblies	32.88	69.57	-36.69

TABLE 46

REPRESENTATIVE TASKS PERFORMED BY ALL 2A372 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=535)
C108	Access core automated maintenance system (CAMS) menus and data screens	80
C117	Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	74
F171	Inspect aircraft wiring	71
C122	Review aircraft flight or maintenance records, such as AF Forms 781 series	67
C111	Clear Red-X conditions	67
A72	Supervise military personnel	65
C121	Retrieve CAMS listings or reports	65
F196	Operate interphone systems to troubleshoot integrated avionics systems	62
F203	Operationally check HSIs	61
F188	Isolate malfunctions to defective wiring	61
F195	Operate head up display (HUD) systems for integrated troubleshooting	61
F170	Adjust avionic systems minor hardware, such as control knobs	61
F187	Isolate malfunctions to avionics relays or relay matrixes	60
J297	Operationally check HUD systems	60
A15	Determine or establish work assignments or priorities	60
P416	Operationally check UHF systems	60
Q433	Operationally check IFF systems	60
H267	Operationally check INSs	60
F228	Remove or install cannon-plug or wafer connectors	60
F197	Operationally check ADIs	60
A59	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	59
F242	Remove or install HSIs	59
B84	Conduct OJT	59
Q435	Operationally check TACAN systems	59
F180	Isolate malfunctions of horizontal situational indicators (HSIs)	59
F226	Remove or install avionic systems minor hardware, such as control knobs	59
F230	Remove or install coaxial cables	59
J303	Remove or install HUD system LRUs	59
P422	Remove or install UHF system LRUs	59
H266	Isolate malfunctions to inertial navigation system (INS) LRUs	58
P414	Operationally check intercommunication systems	58
A7	Conduct self-inspections or self-assessments	58
F218	Perform safety wiring	58
F227	Remove or install avionic systems relays or relay matrixes	58
H274	Remove or install INS LRUs	58
P421	Remove or install UHF antennas	58
Q424	Insert mode-4 codes	58
P408	Isolate malfunctions of UHF systems	58
J295	Isolate malfunctions to HUD pilot display units (PDUs)	58
Q440	Remove or install IFF system LRUs	58
Q443	Remove or install TACAN system LRUs	58
Q434	Operationally check ILS systems	58

* Average Number of Tasks Performed - 188

TABLE 47

REPRESENTATIVE TASKS PERFORMED BY ACTIVE DUTY 2A372 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=294)
C108	Access core automated maintenance system (CAMS) menus and data screens	76
A72	Supervise military personnel	74
A12	Counsel subordinates concerning personal matters	73
A10	Conduct supervisory performance feedback sessions	70
A15	Determine or establish work assignments or priorities	70
A44	Evaluate personnel for compliance with performance standards	68
A59	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	67
C117	Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	67
A7	Conduct self-inspections or self-assessments	64
C111	Clear Red-X conditions	64
A75	Write performance reports or supervisory appraisals	63
A76	Write recommendations for awards or decorations	63
A55	Inspect personnel for compliance with military standards	62
C122	Review aircraft flight or maintenance records, such as AF Forms 781 series	61
F171	Inspect aircraft wiring	59
B99	Maintain training records or files	58
B84	Conduct OJT	58
C121	Retrieve CAMS listings or reports	57
B86	Counsel trainees on training progress	56
A2	Assign personnel to work areas or duty positions	56
A18	Develop or establish work methods or procedures	55
A9	Conduct supervisory orientations for newly assigned personnel	54
B95	Evaluate progress of trainees	52
C110	Analyze CAMS data	52
A6	Conduct safety inspections of equipment or facilities	51
A32	Establish performance standards for subordinates	51
B94	Evaluate personnel to determine training needs	51
A19	Develop or establish work schedules	50
A65	Plan or schedule work assignments or priorities	49
F172	Inspect flightline support equipment	49
A56	Interpret policies, directives, or procedures for subordinates	49
A51	Initiate actions required due to substandard performance of personnel	49
A45	Evaluate personnel for promotion, demotion, reclassification, or special awards	49
A13	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	48
F188	Isolate malfunctions to defective wiring	47
F196	Operate interphone systems to troubleshoot integrated avionics systems	47
F203	Operationally check HSIs	47
F180	Isolate malfunctions of horizontal situational indicators (HSIs)	47
A5	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	47
Q433	Operationally check IFF systems	46
P416	Operationally check UHF systems	46

* Average Number of Tasks Performed - 159

TABLE 48

REPRESENTATIVE TASKS PERFORMED BY ANG 2A372 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=226)
C108	Access core automated maintenance system (CAMS) menus and data screens	85
F171	Inspect aircraft wiring	85
C117	Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	84
F226	Remove or install avionic systems minor hardware, such as control knobs	79
F196	Operate interphone systems to troubleshoot integrated avionics systems	78
F195	Operate head up display (HUD) systems for integrated troubleshooting	78
F242	Remove or install HSIs	78
F203	Operationally check HSIs	77
G263	Remove or install FCR system LRUs	77
F170	Adjust avionic systems minor hardware, such as control knobs	77
F228	Remove or install cannon-plug or wafer connectors	77
F187	Isolate malfunctions to avionics relays or relay matrixes	77
F230	Remove or install coaxial cables	77
H274	Remove or install INS LRUs	77
F188	Isolate malfunctions to defective wiring	77
Q424	Insert mode-4 codes	76
H267	Operationally check INSs	76
J297	Operationally check HUD systems	76
J303	Remove or install HUD system LRUs	76
P416	Operationally check UHF systems	76
F219	Perform TCTO modifications	76
P422	Remove or install UHF system LRUs	76
F227	Remove or install avionic systems relays or relay matrixes	76
F197	Operationally check ADIs	76
P421	Remove or install UHF antennas	76
C121	Retrieve CAMS listings or reports	75
Q433	Operationally check IFF systems	75
R451	Operationally check RTWSs	75
H266	Isolate malfunctions to inertial navigation system (INS) LRUs	75
P417	Operationally check VHF systems	75
G262	Pressure test waveguide assemblies	75
R458	Remove or install RTWS LRUs	74
P414	Operationally check intercommunication systems	74
F223	Remove or install ADIs	74
I280	Operate FCCs or GACs for integrated avionic systems	74
G259	Operate FCR for operational checks or troubleshooting of other systems	74
H273	Remove and install INU batteries	74
P408	Isolate malfunctions of UHF systems	74
J295	Isolate malfunctions to HUD pilot display units (PDUs)	74
Q435	Operationally check TACAN systems	74
G264	Remove or install waveguides	74
C122	Review aircraft flight or maintenance records, such as AF Forms 781 series	73
I275	Isolate malfunctions to fire control computers (FCCs) or general avionics computers (GACs)	73

TABLE 49

REPRESENTATIVE TASKS PERFORMED BY AFRES 2A372 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING (N=15)
R448 Operate integrated avionic systems for RTWS troubleshooting	93
Q424 Insert mode-4 codes	93
R451 Operationally check RTWSs	93
R449 Operationally check CFDSs	93
F195 Operate head up display (HUD) systems for integrated troubleshooting	93
R447 Isolate malfunctions of radar threat warning systems (RTWSs)	93
R456 Remove or install ECM pods, pylons, or controls	93
R444 Isolate malfunctions of chaff-/flare dispenser systems (CFDSs)	93
G263 Remove or install FCR system LRUs	93
L323 Isolate malfunctions of flight control systems	93
L335 Operationally check seat data recorders	93
F208 Operationally check UFCs	93
F196 Operate interphone systems to troubleshoot integrated avionics systems	93
H267 Operationally check INSS	93
R458 Remove or install RTWS LRUs	93
I280 Operate FCCs or GACs for integrated avionic systems	93
F172 Inspect flightline support equipment	93
G259 Operate FCR for operational checks or troubleshooting of other systems	93
R455 Remove or install CFDS LRUs	93
G257 Isolate malfunctions to FCR system LRUs	93
G256 Interpret BIT results on FCR systems	93
J303 Remove or install HUD system LRUs	93
J297 Operationally check HUD systems	93
K309 Operationally check MFDs or CMDIs	93
I285 Remove or install FCC or GAC system LRUs	93
J302 Remove or install AVTR system LRUs	93
N363 Operationally check fuel quantity indicating systems	93
F194 Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	93
F177 Isolate malfunctions of data transfer equipment (DTE)	93
J296 Operationally check AVTR systems	93
J299 Perform BIT on HUD systems	93
F180 Isolate malfunctions of horizontal situational indicators (HSIs)	93
K312 Perform BIT on MFDs or CMDIs	93
I283 Operationally check FCC or GAC systems	93
P399 Change ultrahigh frequency (UHF) or very-high frequency (VHF) radio preset frequencies	93
Q443 Remove or install TACAN system LRUs	93
F186 Isolate malfunctions of UFCs	93
Q440 Remove or install IFF system LRUs	93
Q433 Operationally check IFF systems	93
F170 Adjust avionic systems minor hardware, such as control knobs	93
K307 Isolate malfunctions to MFD or CMDI systems	93
Q435 Operationally check TACAN systems	93
F240 Remove or install glare shields	93

* Average Number of Tasks Performed - 265

TABLE 50

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSCs 2A352A AND 2A372 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2A352A (N=140)	DAFSC 2A372 (N=294)	DIFF
F215 Perform BIT on UFCs	79.29	40.48	38.81
F249 Remove or install throttle grip assemblies	80.71	41.84	38.88
G263 Remove or install FCR system LRUs	77.86	38.78	39.08
K309 Operationally check MFDs or CMDIs	84.29	44.56	39.73
H274 Remove or install INS LRUs	82.14	42.18	39.97
K315 Remove or install MFD or CMDI LRUs	80.00	39.80	40.20
F208 Operationally check UFCs	80.71	40.48	40.24
K307 Isolate malfunctions to MFD or CMDI systems	82.86	42.52	40.34
J303 Remove or install HUD system LRUs	83.57	43.20	40.37
V557 Wash aircraft	53.57	10.88	42.69
A76 Write recommendations for awards or decorations	17.86	62.59	-44.73
A15 Determine or establish work assignments or priorities	25.00	69.73	-44.73
A72 Supervise military personnel	29.29	73.81	-44.52
A10 Conduct supervisory performance feedback sessions	28.57	70.07	-41.50
A75 Write performance reports or supervisory appraisals	22.14	62.59	-40.44
A2 Assign personnel to work areas or duty positions	15.71	55.78	-40.07
C111 Clear Red-X conditions	23.57	63.61	-40.03
A19 Develop or establish work schedules	10.00	50.00	-40.00
A12 Counsel subordinates concerning personal matters	33.57	73.47	-39.90

TABLE 51

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSCs 2A352B AND 2A372 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2A352B (N=112)	DAFSC 2A372 (N=294)	DIFF
N368 Remove or install FTIT indicators	71.43	31.29	40.14
L329 Operate flight control systems for integrated avionic systems troubleshooting	77.68	37.41	40.26
O385 Operationally check AOA indicating systems	79.46	38.78	40.69
O388 Operationally check rate-of-turn indicating systems	72.32	31.63	40.69
M348 Operationally check pitot-static probe heaters	81.25	39.80	41.45
L341 Remove or install flight control system LRUs	83.04	41.50	41.54
L328 Isolate malfunctions to flight control trim systems	77.68	36.05	41.62
F201 Operationally check flight control stick-grip assemblies	84.82	42.86	41.96
V508 Launch or recover aircraft	75.00	32.65	42.35
V557 Wash aircraft	53.57	10.88	42.69
L335 Operationally check seat data recorders	75.89	32.65	43.24
A76 Write recommendations for awards or decorations	16.07	62.59	-46.51
A2 Assign personnel to work areas or duty positions	9.82	55.78	-45.96
A7 Conduct self-inspections or self-assessments	18.75	63.61	-44.86
A15 Determine or establish work assignments or priorities	25.00	69.73	-44.73
A75 Write performance reports or supervisory appraisals	17.86	62.59	-44.73
A10 Conduct supervisory performance feedback sessions	25.89	70.07	-44.18
A12 Counsel subordinates concerning personal matters	29.46	73.47	-44.01
A5 Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	2.68	46.60	-43.92
A19 Develop or establish work schedules	7.14	50.00	-42.86

TABLE 52

TASKS WHICH BEST DIFFERENTIATE BETWEEN
ACTIVE DUTY DAFSCs 2A352C AND 2A372 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 2A352C (N=138)	DAFSC 2A372 (N=294)	DIFF
F186 Isolate malfunctions of UFCs	75.36	41.84	33.53
F240 Remove or install glare shields	76.81	43.20	33.61
Q426 Interpret BIT results on tactical air navigation (TACAN) systems	74.64	40.82	33.82
P399 Change ultrahigh frequency (UHF) or very-high frequency (VHF) radio preset frequencies	73.19	39.12	34.07
P414 Operationally check intercommunication systems	78.99	44.90	34.09
Q433 Operationally check IFF systems	80.43	46.26	34.18
Q435 Operationally check TACAN systems	80.43	46.26	34.18
P416 Operationally check UHF systems	80.43	46.26	34.18
A44 Evaluate personnel for compliance with performance	22.46	68.37	-45.90
A59 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	22.46	67.01	-44.54
A76 Write recommendations for awards or decorations	18.84	62.59	-43.74
A65 Plan or schedule work assignments or priorities	5.80	49.32	-43.52
A55 Inspect personnel for compliance with military standards	18.12	61.56	-43.45
A19 Develop or establish work schedules	7.25	50.00	-42.75
A2 Assign personnel to work areas or duty positions	13.04	55.78	-42.74
A72 Supervise military personnel	31.16	73.81	-42.65
A10 Conduct supervisory performance feedback sessions	28.99	70.07	-41.08

TRAINING ANALYSIS

Occupational survey data are one of many sources of information which can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training include the overall description of the job being performed by first-enlistment personnel and their overall distribution across career ladder jobs, percentages of first-job (1-24 months TAFMS) or first-enlistment (1-48 months TAFMS) members performing specific tasks, as well as TE and TD ratings (previously explained in the **SURVEY METHODOLOGY** section).

First-Enlistment Personnel

In this study, there are 308 members in their first enlistment (1-48 months TAFMS), representing 23 percent of the total survey sample. Figure 2 reflects the distribution of first-enlistment personnel within the career ladder. Most of their duty time is spent on technical activities. Table 53 displays the relative percent of time spent on duties by first-enlistment personnel. Reviewing the table, it is clearly evident that most first-enlistment personnel are primarily performing tasks under Duty F (Performing General Avionic Maintenance Activities). First-enlistment personnel are evenly utilized across the main areas of the career ladder.

Table 54 lists representative tasks performed by first-enlistment personnel. Most involve general tasks, such as safety wiring, inspections, and operational checks.

Table 55 displays the relative time spent on duties by Mission Ready Technicians (MRTs). MRT defines 1-18 months TAFMS as the first job with the tasks associated with the first job. Table 56 lists representative tasks performed by MRT personnel.

Table 57 lists all of the equipment maintained or operated by 30 percent or more of first-enlistment airmen.

**DISTRIBUTION OF 2A3X2 FIRST-ENLISTMENT PERSONNEL
ACROSS SPECIALTY JOBS
(N=308)**

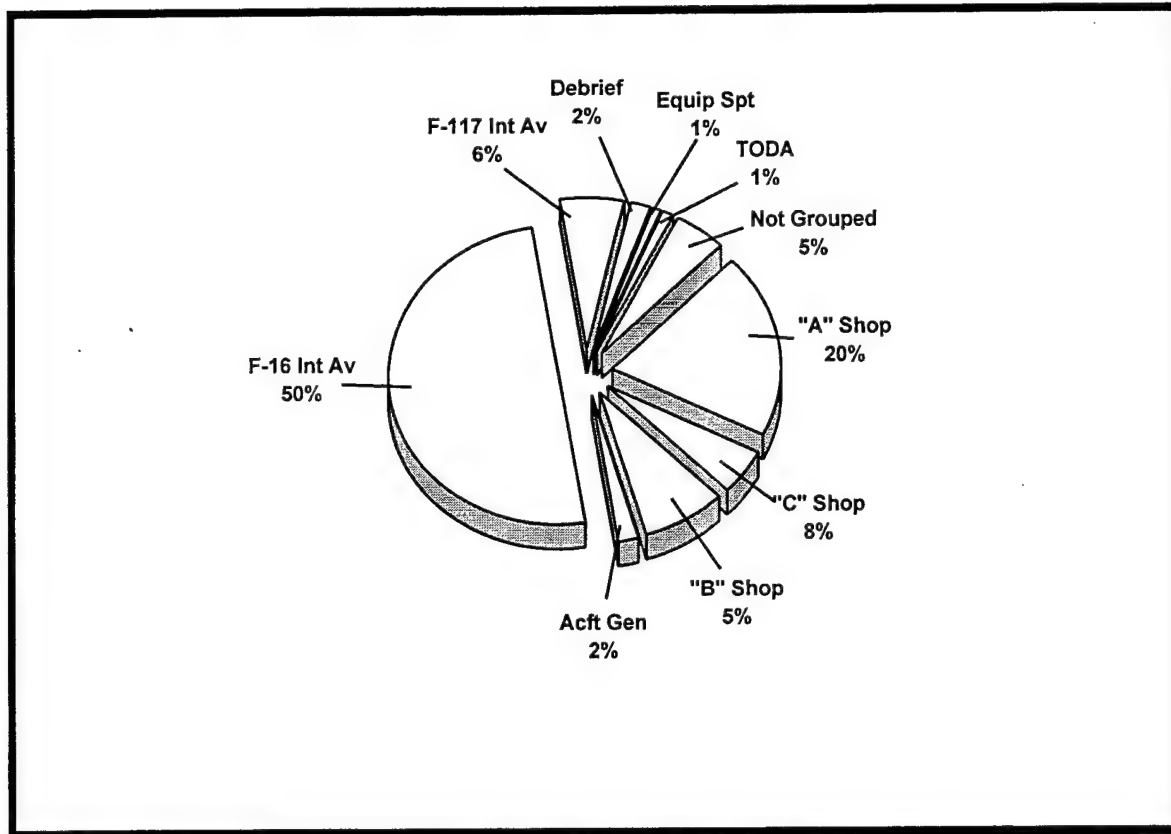


FIGURE 2

TABLE 53

RELATIVE PERCENT TIME SPENT ON DUTIES BY
FIRST-ENLISTMENT PERSONNEL
(N=308)

DUTIES	PERCENT TIME SPENT
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1
B PERFORMING TRAINING ACTIVITIES	*
C PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	5
D PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	3
E PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	3
F PERFORMING GENERAL AVIONIC MAINTENANCE ACTIVITIES	26
G MAINTAINING FIRE CONTROL RADAR SYSTEMS	3
H MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INSs)	3
I MAINTAINING FIRE CONTROL COMPUTER OR COMPUTER COMPLEX SYSTEMS	3
J MAINTAINING HUD AND COCKPIT TELEVISION VIDEO SENSOR (CTVS) SYSTEMS	5
K MAINTAINING HEAD DOWN DISPLAY SYSTEMS	3
L MAINTAINING FLIGHT CONTROL SYSTEMS	4
M MAINTAINING CENTRAL AIR DATA COMPUTER (CADC) SYSTEMS	2
N MAINTAINING ENGINE AND FUEL INSTRUMENT SYSTEMS	2
O MAINTAINING FLIGHT INSTRUMENT SYSTEMS	3
P MAINTAINING COMMUNICATION SYSTEMS	8
Q MAINTAINING NAVIGATIONAL SYSTEMS	6
R MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURE SYSTEMS	4
S MAINTAINING LOW-ALTITUDE NAVIGATION AND TARGETING INFRARED FOR NIGHT (LANTIRN) TARGETING PODS	2
T MAINTAINING LANTIRN NAVIGATIONAL PODS	3
U PERFORMING BLOCK-50 ACTIVITIES	1
V PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	9

TABLE 54

REPRESENTATIVE TASKS PERFORMED BY AFSC 2A3X2
FIRST-ENLISTMENT PERSONNEL
(N=308)

TASKS	PERCENT MEMBERS PERFORMING
C108 Access core automated maintenance system (CAMS) menus and data screens	86
F218 Perform safety wiring	86
F171 Inspect aircraft wiring	86
V556 Walk wings or tails during aircraft towing operations	84
F170 Adjust avionic systems minor hardware, such as control knobs	83
F203 Operationally check HSIs	83
H267 Operationally check INSS	82
F228 Remove or install cannon-plug or wafer connectors	82
F196 Operate interphone systems to troubleshoot integrated avionics systems	82
H274 Remove or install INS LRUs	82
F194 Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	81
F240 Remove or install glare shields	80
F188 Isolate malfunctions to defective wiring	80
F242 Remove or install HSIs	79
F208 Operationally check UFCs	79
F195 Operate head up display (HUD) systems for integrated troubleshooting	79
F172 Inspect flightline support equipment	78
F225 Remove or install avionic power panels	77
F197 Operationally check ADIs	77
J297 Operationally check HUD systems	77
J303 Remove or install HUD system LRUs	76
F226 Remove or install avionic systems minor hardware, such as control knobs	76
J302 Remove or install AVTR system LRUs	76
C117 Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	76
V524 Position or remove aircraft chocks	75
F187 Isolate malfunctions to avionics relays or relay matrixes	75
F215 Perform BIT on UFCs	75
J296 Operationally check AVTR systems	75
Q424 Insert mode-4 codes	74
F223 Remove or install ADIs	74
H266 Isolate malfunctions to inertial navigation system (INS) LRUs	73
F221 Remove and install LRU lithium batteries	73
P416 Operationally check UHF systems	73

*Average Number of Tasks Performed - 164

TABLE 55

RELATIVE PERCENT TIME SPENT ON DUTIES BY AFSC 2A3X2
1-18 MONTHS TAFMS (MRT)
(N=88)

DUTIES	PERCENT TIME SPENT
A PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1
B PERFORMING TRAINING ACTIVITIES	*
C PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	4
D PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER SYSTEM ACTIVITIES	1
E PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	2
F PERFORMING GENERAL AVIONIC MAINTENANCE ACTIVITIES	27
G MAINTAINING FIRE CONTROL RADAR SYSTEMS	4
H MAINTAINING INERTIAL NAVIGATIONAL SYSTEMS (INSs)	4
I MAINTAINING FIRE CONTROL COMPUTER OR COMPUTER COMPLEX SYSTEMS	4
J MAINTAINING HUD AND COCKPIT TELEVISION VIDEO SENSOR (CTVS) SYSTEMS	6
K MAINTAINING HEAD DOWN DISPLAY SYSTEMS	3
L MAINTAINING FLIGHT CONTROL SYSTEMS	3
M MAINTAINING CENTRAL AIR DATA COMPUTER (CADC) SYSTEMS	2
N MAINTAINING ENGINE AND FUEL INSTRUMENT SYSTEMS	1
O MAINTAINING FLIGHT INSTRUMENT SYSTEMS	2
P MAINTAINING COMMUNICATION SYSTEMS	8
Q MAINTAINING NAVIGATIONAL SYSTEMS	6
R MAINTAINING PENETRATION AIDS AND ELECTRONIC COUNTERMEASURE SYSTEMS	5
S MAINTAINING LOW-ALTITUDE NAVIGATION AND TARGETING INFRARED FOR NIGHT (LANTIRN) TARGETING PODS	3
T MAINTAINING LANTIRN NAVIGATIONAL PODS	4
U PERFORMING BLOCK-50 ACTIVITIES	*
V PERFORMING GENERAL AIRCRAFT OR CROSS UTILIZATION TRAINING (CUT) ACTIVITIES	10

TABLE 56

REPRESENTATIVE TASKS PERFORMED BY AFSC 2A3X2
1-18 MONTHS TAFMS (MRT)
(N=88)

TASKS	PERCENT MEMBERS PERFORMING	
F218	Perform safety wiring	88
C108	Access core automated maintenance system (CAMS) menus and data screens	86
V556	Walk wings or tails during aircraft towing operations	86
V524	Position or remove aircraft chocks	78
H267	Operationally check INSS	78
F171	Inspect aircraft wiring	78
H274	Remove or install INS LRUs	77
F228	Remove or install cannon-plug or wafer connectors	77
V508	Launch or recover aircraft	76
F196	Operate interphone systems to troubleshoot integrated avionics systems	76
J302	Remove or install AVTR system LRUs	76
F208	Operationally check UFCs	76
V557	Wash aircraft	74
F170	Adjust avionic systems minor hardware, such as control knobs	74
V535	Remove or install aircraft safety pins or locks	73
F172	Inspect flightline support equipment	73
F194	Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	73
Q424	Insert mode-4 codes	72
C117	Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	72
J303	Remove or install HUD system LRUs	72
F203	Operationally check HSIs	72
F188	Isolate malfunctions to defective wiring	72
F225	Remove or install avionic power panels	71
F195	Operate head up display (HUD) systems for integrated troubleshooting	70
F240	Remove or install glare shields	70
J296	Operationally check AVTR systems	70
V530	Remove or install aircraft doors or panels	69
F215	Perform BIT on UFCs	68
J297	Operationally check HUD systems	68
V523	Position nonpowered or powered aerospace ground equipment (AGE)	67
F242	Remove or install HSIs	67
F226	Remove or install avionic systems minor hardware, such as control knobs	66
F221	Remove and install LRU lithium batteries	64

*Average Number of Tasks Performed - 117

TABLE 57

EQUIPMENT USED OR OPERATED BY 30 PERCENT OR MORE
ACTIVE DUTY FIRST-ENLISTMENT AFSC 2A3X2 PERSONNEL

EQUIPMENT	1ST JOB (N=123)	1ST ENL (N=308)
MULTIMETERS	93	92
AIR-CONDITIONING UNITS	89	89
HEAT GUNS	83	88
ELECT CONNECTOR AIRCRAFT WIRING REPAIR TOOL KITS	79	82
MEMORY LOADER VERIFIERS (MLVs)	81	82
TEST SETS, IDENTIFICATION FRIEND OR FOE (IFF)	72	76
MLV ADAPTER KITS	64	70
HYDRAULIC TEST STANDS	64	69
TEST SETS, CHAFF/FLARE	62	69
PITOT-STATIC PROBE ADAPTER KITS	53	66
POWER GENERATORS	54	64
TEST SETS, INSTRUMENT LANDING SYSTEM (ILS)	56	62
TESTERS, PITOT-STATIC SYSTEM	45	61
WATT METERS	47	58
DATA TRANSFER CARTRIDGE (DTC) READERS	54	57
ENHANCED DATA TRANSFER TERMINALS (EDTT)	39	57
LOADERS, CENTER-LINE	56	57
TEST SETS, TACTICAL AIR NAVIGATION (TACAN)	57	55
BORESIGHT EQUIPMENT	31	47
CRADLE ADAPTERS, TARGETING POD	52	47
CRADLE ADAPTERS, NAVIGATIONAL POD	50	45
PERSONAL COMPUTER	28	44
TEST SETS, PRESSURIZATION	37	44
NITROGEN SERVICING CARTS	33	41
TEST SETS, FUEL QUANTITY SIMULATOR	24	41
TEST SETS, BEACON TRANSPONDER	33	40
CABLES, EXTENDER	34	36
LOADERS, SCISSOR	33	36
TEST SETS, CAPACITANCE	18	35
DIGITAL COMPUTER SYSTEMS (DCS)	22	34
MUXBUS ANALYZERS	27	34
TEST SETS, DIRECT CURRENT (DC) FUEL QUANTITY	16	32
REFLECTOMETERS	14	30
FLIGHT CONTROL SELF-TEST TESTER/WORD READERS	36	28

TABLE 58

FORMS USED BY 30 PERCENT OR MORE
ACTIVE DUTY FIRST-ENLISTMENT AFSC 2A3X2 PERSONNEL

FORMS	1ST JOB (N=123)	1ST ENL (N=308)
AF FORM 2005 (ISSUE/TURN-IN REQUEST)	71	70
AFTO FORM 22 (TECHNICAL ORDER IMPROVEMENT REPORT AND REPLY)	28	35
AFTO FORM 349 (MAINTENANCE DATA COLLECTION RECORD)	17	31
AFTO FORM 350 (REPAIRABLE ITEM PROCESSING TAG)	87	83
AFTO FORM 781A (MAINTENANCE DISCREPANCY AND WORK DOCUMENT)	88	89
AFTO FORM 781 H (AEROSPACE VEHICLE FLIGHT STATUS & MAINT DOCUMENT)	33	40
AFTO FORM 781 K (AEROSPACE VEHICLE INSPECTION, ENGINE DATA, CALIBRATION ITEM, AND DAILY DISCREPANCY DOCUMENT)	76	77
DD FORM 1574 (SERVICEABLE TAG-MATERIEL)	94	90
DD FORM 1577 (UNSERVICEABLE (CONDEMNED) TAG- MATERIEL)	85	81
DD FORM 1577-2 (UNSERVICEABLE (REPAIRABLE) TAG- MATERIEL)	91	86

Training Emphasis (TE) and Task Difficulty (TD) Data

TE and TD data are secondary factors that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks in the JI considered important for first-enlistment personnel training (see Table 59 for the top-rated tasks), along with a measure of the difficulty of the JI tasks (see selected high rated tasks presented in Tables 60-61). When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high ratings on both task factors, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high task factor ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low task factor ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

Table 59 presents tasks with the highest TE ratings for AFSC 2A3X2 first-enlistment airmen, while Tables 60-61 display those tasks AFSC 2A3X2 raters judged to be most difficult to learn how to do. For example, TE raters (refer to Table 59) reported that tasks such as operationally checking INSs and ADIs require a lot of training emphasis and, from the data, most airmen in their first job and within their first enlistment are performing these tasks. Tables 60-61 show TD raters reported boresighting Navigational (NAV) pod hardpoints and Targeting (TGT) pod hardpoints to be among the most difficult tasks to learn. However, due to the low numbers of individuals performing these types of tasks, these tasks would be inappropriate for including in a technical resident curriculum and are more appropriately taught as an OJT item.

Various lists of tasks, accompanied by TE and TD ratings, and where appropriate, Automated Training Indicator (ATI) information, are contained in the TRAINING EXTRACT package and should be reviewed in detail by technical school personnel. (For a more detailed explanation of TE and TD ratings, see Task Factor Administration in the **SURVEY METHODOLOGY** section of this report.).

TABLE 59

TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS	TNG EMP*	PERCENT MEMBERS PERFORMING		TASK DIFF**
		1ST JOB (N= 160)	1ST ENL (N = 321)	
H267	6.10	79	82	4.71
F197	6.05	67	77	3.97
M349	5.99	41	52	5.82
F203	5.95	77	83	4.10
C117	5.95	74	76	4.31
R451	5.93	50	57	4.91
F198	5.90	45	58	4.91
P416	5.90	70	73	4.43
P417	5.89	59	63	4.47
N363	5.89	20	37	4.87
F171	5.87	81	86	5.05
G259	5.86	60	68	5.39
F201	5.84	41	58	4.63
G256	5.83	54	63	5.46
Q433	5.81	58	63	4.39
P412	5.80	32	44	5.40
I280	5.77	59	68	4.78
L338	5.75	41	56	4.98
M347	5.75	24	42	5.30
F236	5.73	43	59	5.77
L333	5.71	17	36	5.18
P414	5.70	50	61	4.21

* Mean TE Rating is 2.98, and Standard Deviation is 1.97 (High TE =4.95)

** Average TD Rating is 6.00

TABLE 60

TASKS RATED HIGHEST IN TASK DIFFICULTY
(FIRST JOB, FIRST ENLISTMENT, AND 3-SKILL LEVEL)

TASKS	TASK DIFF	PERCENT MEMBERS PERFORMING							
		1ST JOB (N=123)	1ST ENL (N=308)	3A-SKL		3B-SKL		3C-SKL	
				LVL (N=83)	LVL (N=32)	LVL (N=73)	LVL (N=32)	LVL (N=73)	
G255	7.97	27	35	49	28	7			
J289	7.73	28	35	53	19	10			
T472	7.71	15	17	48	25	12			
H265	7.68	24	36	48	25	12			
S459	7.53	15	18	14	24	9			
F188	7.36	69	80	81	78	62			
F224	7.34	51	63	59	66	51			
I276	7.22	38	49	61	47	22			
F187	7.21	58	75	77	78	49			
L317	7.20	7	20	12	44	3			
L318	6.98	22	34	28	66	11			
L319	6.86	28	44	31	88	18			
L323	6.84	35	48	40	88	15			
F253	6.81	21	44	23	84	19			
P401	6.72	31	44	20	25	62			
L322	6.67	16	33	18	72	7			

Average TD Rating is 6.00

TABLE 61

TASKS RATED HIGHEST IN TASK DIFFICULTY
(5-SKILL LEVEL AND 7-SKILL LEVEL)

TASKS	TASK DIFF*	PERCENT MEMBERS PERFORMING					
		5A-SKL LVL (N=140)	5B-SKL LVL (N=112)	5C-SKL LVL (N=138)	7-SKL LVL (N=294)		
G255 Boresight fire control radar (FCR) antennas	7.97	59	32	37	25		
J289 Boresight HUD systems	7.73	57	29	33	26		
T472 Boresight navigational (NAV) pod hardpoints	7.71	24	13	14	11		
H265 Boresight inertial navigational unit (INU) mounts	7.68	57	32	35	25		
S459 Boresight targeting (TGT) pod hardpoints	7.53	26	14	14	12		
F188 Isolate malfunctions to defective wiring	7.36	80	80	72	47		
F224 Remove or install aircraft harnesses	7.34	70	68	64	38		
I276 Isolate malfunctions to multiplex busses (MUXBUSs)	7.22	69	62	51	41		
F187 Isolate malfunctions to avionics relays or relay matrixes	7.21	81	78	72	46		
L317 Boresight angle-of-attack (AOA) transmitters	7.20	38	47	22	26		
L318 Interpret digital flight control system (DFLCS) memory codes	6.98	42	54	46	31		
L319 Isolate malfunctions of air data systems	6.86	60	79	50	41		
L323 Isolate malfunctions of flight control systems	6.84	60	83	56	45		
F253 Remove or install weight-on-wheel switches	6.81	54	77	50	38		
P401 Isolate malfunctions of communication matrixes	6.72	51	52	67	39		
L322 Isolate malfunctions of flight control power systems	6.67	51	79	45	44		

* Average TD Rating is 6.00

Specialty Training Standard (STS)

A comprehensive review of STS 2A3X2, dated June 1996, compared STS items to survey data (based on the previously mentioned assistance from SMEs in matching JI tasks to STS elements). STS paragraphs containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. Task knowledge and performance elements of the STS were compared against the standard set forth in AETCI 36-2601 and AFI 36-2623 (i.e., include tasks performed or knowledge required by 20 percent or more of the personnel in a skill level (criterion group) of the AFS).

Overall, the STS provides very comprehensive coverage of the work performed by personnel in this career ladder, with survey data supporting all of the essential paragraphs or subparagraphs. Even though some elements did not have high percentages of personnel performing matched tasks, the fact that the supporting tasks were a part of an identifiable job being performed by a specific shred within the career ladder supports the retention of the STS element involving those tasks.

Tasks not matched to any element of the STS are listed at the end of the STS computer listing. These were reviewed to determine if there were any tasks concentrated around any particular functions or jobs. The few tasks that require review pertain to special mission activities. Those technical tasks performed by 20 percent or more respondents of the STS target groups, but which were not referenced to any STS element, are displayed in Table 62. Training personnel and SMEs should consider these unreferenced tasks to determine if inclusion in the STS is justified.

TABLE 62

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE
GROUP MEMBERS AND NOT REFERENCED TO THE STS

TASKS	PERCENT MEMBERS PERFORMING								TNG EMP	TASK DIFF	ATI
	1ST	1ST	3A-SKL	3B-SKL	3CSKL						
	JOB	ENL	LVL	LVL	LVL						
	(N=123)	(N=308)	(N=83)	(N=32)	(N=73)						
F194	Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	77	81	78	78	82			5.67	5.23	18
F195	Operate head up display (HUD) systems for integrated troubleshooting	72	79	93	66	56			5.63	4.88	18
I280	Operate FCCs or GACs for integrated avionic systems	59	68	80	53	42			5.77	4.78	18
I279	Load and verify canopy or correction coefficients	57	64	76	53	37			5.40	4.08	18
J300	Perform confidence checks of HUD systems	44	50	72	22	27			4.95	5.27	18
J301	Perform integration checks of HUD systems	36	51	64	22	25			5.42	5.17	18
M349	Perform leak checks of pitot-static systems	41	52	42	88	25			5.99	5.82	18
P399	Change ultrahigh frequency (UHF) or very-high frequency (VHF) radio preset frequencies	53	58	39	44	81			5.45	4.01	18
P421	Remove or install UHF antennas	60	68	43	53	89			5.22	4.87	18
Q425	Interpret BIT results on air-to-air identification friend or foe (IFF) systems	49	54	35	28	75			5.19	4.58	18
Q426	Interpret BIT results on tactical air navigation (TACAN) systems	50	56	41	31	74			5.36	4.61	18
R488	Operate integrated avionics systems for RTWS troubleshooting	40	50	23	28	75			5.28	5.34	18

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction.

Table 63 presents job satisfaction data for AFSC 2A3X2 TAFMS groups, together with TAFMS data for a comparative sample of Mission Equipment career ladders surveyed in 1996. Across all three TAFMS groups, the 2A3X2 personnel rated their job as interesting as the comparative sample. The perception of job interest, utilization of talents, utilization of training, and sense of accomplishment gained from work are rated slightly higher than the comparative sample. Reenlistment intentions are rated much lower for 2A3X2 first enlistment personnel than the comparative sample.

An indication of how job satisfaction perceptions have changed over time is provided in Table 64, where again TAFMS data for the current survey respondents are presented, along with data from the last OSR. Reviewing this table, current survey satisfaction ratings for job interest and perceived utilization of talents are slightly lower than the 2A3X2 first- and second-enlistment groups. All groups rate training higher than the previous survey. Reenlistment intentions for second-enlistment and career airmen are higher than the previous survey, while first-enlistment airmen rate reenlistment intentions considerably lower.

In Table 65, a review of the job satisfaction data for personnel in the specialty jobs identified in this survey reveals that airmen in most jobs responded very positively to all the indicators listed. The exceptions were the F-117 Integrated Avionics, "A" Shop, "B" Shop, and "C" Shop jobs, whose incumbents indicated lower reenlistment intentions than members of other jobs.

TABLE 63

COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1997 2A3X2 (N=308)	COMP SAMPLE* (N=1,280)	1997 2A3X2 (N=139)	COMP SAMPLE* (N=805)	1997 2A3X2 (N=424)	COMP SAMPLE* (N=1,693)
EXPRESSED JOB INTEREST:						
INTERESTING	75	74	71	73	78	75
SO-SO	14	15	16	17	14	15
DULL	11	11	14	10	8	10
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL TO PERFECTLY	78	81	78	82	83	83
LITTLE OR NOT AT ALL	12	19	22	18	17	17
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL TO PERFECTLY	87	86	86	82	80	76
LITTLE OR NOT AT ALL	13	14	14	18	20	24
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	70	57	71	71	76	73
NEUTRAL	14	42	14	28	9	10
DISSATISFIED	16	1	15	1	15	17
REENLISTMENT INTENTIONS:						
YES, OR PROBABLY YES	38	72	68	72	71	72
NO, OR PROBABLY NO	62	28	32	28	10	9
PLAN TO RETIRE	0	0	0	0	18	19

* Comparative sample of Mission Equipment Management career ladders surveyed in 1996 include the 2A0X1A, 23X1A/B/C, 2E1X2, 2E7X3, and 2M0X3 AFSCs

TABLE 64

COMPARISON OF CURRENT SURVEY AND PREVIOUS SURVEY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1997 2A3X2 (N=308)	1991 452X2 (N=414)	1997 2A3X2 (N=139)	1991 452X2 (N=207)	1997 2A3X2 (N=424)	1991 452X2 (N=410)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	75	82	71	75	78	76
SO-SO	14	83	16	14	14	15
DULL	11	10	14	10	8	9
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY	78	81	78	79	83	79
LITTLE OR NOT AT ALL	12	19	22	21	17	21
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY	87	82	86	80	80	75
LITTLE OR NOT AT ALL	13	17	14	20	20	25
<u>SENSE OF ACCOMPLISHMENT GAINED</u>						
<u>FROM WORK:</u>						
SATISFIED	70	*	71	*	76	*
NEUTRAL	14	*	14	*	9	*
DISSATISFIED	16	*	15	*	15	*
<u>REENLISTMENT INTENTIONS:</u>						
YES, OR PROBABLY YES	38	49	68	58	71	69
NO, OR PROBABLY NO	62	51	32	42	10	16
PLAN TO RETIRE	0	0	0	0	18	15

* Information not included in previous survey

** Previous survey may not total 100 percent due to rounding

TABLE 65

COMPARISONS OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

ACFT GENERATION JOB (ST066) (N=17)	"A" SHOP JOB (ST122) (N=121)	"B" SHOP JOB (ST170) (N=32)	"C" SHOP JOB (ST099) (N=71)	F-16 INT AVIONICS JOB (ST237) (N=742)
INTERESTING	79	88	73	80
SO-SO	9	6	18	13
DULL	12	6	8	7
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	79 21	84 16	79 20	86 14
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	90 10	94 6	93 7	90 10
SATISFIED	74	66	75	74
NEUTRAL	14	22	11	12
DISSATISFIED	12	12	14	14
YES, OR PROBABLY YES	46	44	56	75
NO, OR PROBABLY NO	53	53	39	19
WILL RETIRE	1	1	4	6

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES
NO, OR PROBABLY NO
WILL RETIRE

TABLE 65 (CONTINUED)

COMPARISONS OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

F-117A INT AVIONICS JOB (ST261) (N=56)	MAINT TNG SUPERVISOR JOB (ST116) (N=10)	INSTRUCTOR JOB (ST038) (N=18)	DEBRIEFING JOB (ST078) (N=23)	EQUIP SUPPORT JOB (ST062) (N=22)
86	100	78	70	64
12	0	11	22	9
2	0	11	8	27
86	100	83	79	59
14	0	17	21	41
77	90	89	57	59
23	10	11	43	41
93	90	78	70	59
5	10	0	13	5
2	0	22	17	36
48	70	83	48	59
43	0	11	39	36
9	30	6	13	5

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES
NO, OR PROBABLY NO
WILL RETIRE

TABLE 65 (CONTINUED)

COMPARISONS OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

EXPEDITER JOB (ST086) (N=9)	QUALITY ASSURANCE JOB (ST090) (N=26)	SUPERVISOR JOB (ST085) (N=78)	SAFETY/ SECURITY JOB (ST077) (N=7)	TODA JOB (ST103) (N=8)
100	80	89	72	38
0	12	6	14	50
0	8	5	14	12
100	88	91	21	50
0	12	9	79	50
100	88	82	29	50
0	12	18	71	50
100	81	81	57	75
0	4	9	29	13
0	15	10	14	12
56	88	69	71	75
22	4	5	29	13
22	8	26	0	12

EXPRESSED JOB INTEREST:

INTERESTING
SO-SO
DULL

PERCEIVED UTILIZATION OF TALENTS:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

PERCEIVED UTILIZATION OF TRAINING:

FAIRLY WELL TO PERFECTLY
LITTLE OR NOT AT ALL

SENSE OF ACCOMPLISHMENT GAINED FROM WORK:

SATISFIED
NEUTRAL
DISSATISFIED

REENLISTMENT INTENTIONS:

YES, OR PROBABLY YES
NO, OR PROBABLY NO
WILL RETIRE

IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents.

Survey results clearly indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed in this career ladder. Career ladder training documents appear, on the whole, to be well supported by survey data. As was pointed out in the **JOB SATISFACTION ANALYSIS** section, job satisfaction responses by AFSC 2A3X2 personnel reported the utilization of training is adequate, thus indicating support for the overall training system. Additionally, the career ladder progression is good, with the move from technical work at the 3- and 5-skill levels to supervisory and management at the 7-skill level.

APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED BY
SPECIALTY JOB GROUPS

THIS PAGE INTENTIONALLY LEFT BLANK

TABLE A1

AIRCRAFT GENERATION JOB
(ST066)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
H267	Operationally check INSs	88
F208	Operationally check UFCs	88
F195	Operate head up display (HUD) systems for integrated troubleshooting	88
F218	Perform safety wiring	88
F171	Inspect aircraft wiring	82
F215	Perform BIT on UFCs	82
F220	Plug or cap electrical or air lines	76
H273	Remove and install INU batteries	76
F228	Remove or install cannon-plug or wafer connectors	76
G259	Operate FCR for operational checks or troubleshooting of other systems	76
F219	Perform TCTO modifications	76
C117	Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	71
C108	Access core automated maintenance system (CAMS) menus and data screens	71
G263	Remove or install FCR system LRUs	71
F194	Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	71
H274	Remove or install INS LRUs	71
F240	Remove or install glare shields	71
V508	Launch or recover aircraft	65
F196	Operate interphone systems to troubleshoot integrated avionics systems	65
F172	Inspect flightline support equipment	65
F205	Operationally check panel lighting	65
F175	Interpret BIT results on up-front controls (UFCs)	65
F188	Isolate malfunctions to defective wiring	65
J297	Operationally check HUD systems	65
F226	Remove or install avionic systems minor hardware, such as control knobs	65
Q424	Insert mode-4 codes	59
H270	Perform preflight INS alignments	59
F170	Adjust avionic systems minor hardware, such as control knobs	59
F187	Isolate malfunctions to avionics relays or relay matrixes	59
F186	Isolate malfunctions of UFCs	59
J302	Remove or install AVTR system LRUs	59
F207	Operationally check throttle grip assemblies	59
F203	Operationally check HSIs	59
F242	Remove or install HSIs	59
F223	Remove or install ADIs	59
I285	Remove or install FCC or GAC system LRUs	59
E162	Inventory equipment, tools, parts, or supplies	53
V535	Remove or install aircraft safety pins or locks	53
V524	Position or remove aircraft chocks	53
K312	Perform BIT on MFDs or CMDIs	53
I280	Operate FCCs or GACs for integrated avionic systems	53

TABLE A2

"A" SHOP JOB
(ST122)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
H267	Operationally check INSs	99
J297	Operationally check HUD systems	99
J303	Remove or install HUD system LRUs	98
G263	Remove or install FCR system LRUs	96
H274	Remove or install INS LRUs	96
G257	Isolate malfunctions to FCR system LRUs	95
I280	Operate FCCs or GACs for integrated avionic systems	95
G259	Operate FCR for operational checks or troubleshooting of other systems	94
F195	Operate head up display (HUD) systems for integrated troubleshooting	94
I275	Isolate malfunctions to fire control computers (FCCs) or general avionics computers (GACs)	93
G256	Interpret BIT results on FCR systems	93
I283	Operationally check FCC or GAC systems	93
H266	Isolate malfunctions to inertial navigation system (INS) LRUs	92
H273	Remove and install INU batteries	92
F215	Perform BIT on UFCs	91
F208	Operationally check UFCs	91
I285	Remove or install FCC or GAC system LRUs	89
J299	Perform BIT on HUD systems	89
I279	Load and verify canopy or correction coefficients	89
F194	Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	89
F186	Isolate malfunctions of UFCs	89
G262	Pressure test waveguide assemblies	88
F218	Perform safety wiring	88
K309	Operationally check MFDs or CMDIs	88
J295	Isolate malfunctions to HUD pilot display units (PDUs)	86
J296	Operationally check AVTR systems	87
J302	Remove or install AVTR system LRUs	86
F171	Inspect aircraft wiring	86
F175	Interpret BIT results on up-front controls (UFCs)	85
K312	Perform BIT on MFDs or CMDIs	84
K304	Interpret BIT results on multifunction displays (MFDs) or color multifunction display indicators (CMDIs)	83
F225	Remove or install avionic power panels	83
C108	Access core automated maintenance system (CAMS) menus and data screens	80
F188	Isolate malfunctions to defective wiring	80
F240	Remove or install glare shields	79
F251	Remove or install UFC LRUs	79
F170	Adjust avionic systems minor hardware, such as control knobs	79
F228	Remove or install cannon-plug or wafer connectors	79
F226	Remove or install avionic systems minor hardware, such as control knobs	77
F187	Isolate malfunctions to avionics relays or relay matrixes	77

TABLE A3

"B" SHOP JOB
(ST170)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
L341	Remove or install flight control system LRUs	100
L338	Perform flight control systems self-tests or BITs	100
N353	Calibrate fuel quantity indicating systems	100
L323	Isolate malfunctions of flight control systems	97
M351	Remove or install central air data system LRUs	97
N356	Isolate malfunctions of fuel quantity indicating systems	97
L336	Perform flight control manual trim checks	94
N363	Operationally check fuel quantity indicating systems	94
O385	Operationally check AOA indicating systems	94
L319	Isolate malfunctions of air data systems	91
F171	Inspect aircraft wiring	91
M344	Isolate malfunctions of central air data computers (CADCs)	91
M347	Operationally check central air data systems	91
O384	Operationally check air speed mach indicating systems	91
O392	Remove or install AOA indicators	91
M349	Perform leak checks of pitot-static systems	88
F170	Adjust avionic systems minor hardware, such as control knobs	88
M348	Operationally check pitot-static probe heaters	88
M352	Remove or install pitot-static components	88
M343	Isolate malfunctions of air speed mach indicating systems	88
N370	Remove or install fuel quantity indicating system components	88
O394	Remove or install mach indicators	88
O391	Remove or install AOA indexers	88
L329	Operate flight control systems for integrated avionic systems troubleshooting	84
F201	Operationally check flight control stick-grip assemblies	84
F179	Isolate malfunctions of flight control stick-grip assemblies	84
O378	Isolate malfunctions of AOA indicating systems	84
F203	Operationally check HSIs	84
M345	Isolate malfunctions of pitot-static systems	81
F190	Isolate malfunctions to weight-on-wheel switches	81
O390	Remove or install altimeters	81
O398	Remove or install standby attitude indicators	81
N354	Isolate malfunctions of fan turbine inlet temperature(FTIT) indicating systems	81
N368	Remove or install FTIT indicators	81
N361	Operationally check FTIT indicating systems	81
F218	Perform safety wiring	78
L335	Operationally check seat data recorders	78
F209	Operationally check weight-on-wheel switches	78
O383	Operate flight instrument systems for integrated avionic systems	78
F228	Remove or install cannon-plug or wafer connectors	78
F197	Operationally check ADIs	78
O396	Remove or install rate-of-turn gyros	78

TABLE A4

“C” SHOP JOB
(ST099)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
P422	Remove or install UHF system LRUs	99
Q424	Insert mode-4 codes	97
P416	Operationally check UHF systems	96
P417	Operationally check VHF systems	94
P408	Isolate malfunctions of UHF systems	94
P423	Remove or install VHF system LRUs	93
P409	Isolate malfunctions of VHF systems	93
P421	Remove or install UHF antennas	92
R458	Remove or install RTWS LRUs	90
P400	Insert codes into secure voice units	90
Q435	Operationally check TACAN systems	90
P414	Operationally check intercommunication systems	89
P415	Operationally check secure voice systems	87
Q433	Operationally check IFF systems	87
R451	Operationally check RTWSs	86
F196	Operate interphone systems to troubleshoot integrated avionics systems	86
P407	Isolate malfunctions of UHF antennas	86
Q443	Remove or install TACAN system LRUs	85
Q440	Remove or install IFF system LRUs	83
Q431	Isolate malfunctions of TACAN systems	83
R456	Remove or install ECM pods, pylons, or controls	82
Q425	Interpret BIT results on air-to-air identification friend or foe (IFF) systems	82
P420	Remove or install secure voice system LRUs	82
P410	Load HAVE QUICK frequencies	82
Q428	Isolate malfunctions of IFF systems	82
P399	Change ultrahigh frequency (UHF) or very-high frequency(VHF) radio preset frequencies	80
R444	Isolate malfunctions of chaff-/flare dispenser systems(CFDSs)	80
P406	Isolate malfunctions of secure voice systems	80
Q436	Perform BIT on IFF systems	80
R448	Operate integrated avionic systems for RTWS troubleshooting	79
P412	Operationally check HAVE QUICK systems	79
P419	Remove or install intercommunication system LRUs	79
Q434	Operationally check ILS systems	79
R447	Isolate malfunctions of radar threat warning systems (RTWSs)	77
F170	Adjust avionic systems minor hardware, such as control knobs	77
P405	Isolate malfunctions of interphone systems	77
Q438	Perform BIT on TACAN systems	77
F171	Inspect aircraft wiring	73
Q426	Interpret BIT results on tactical air navigation (TACAN) systems	73
C108	Access core automated maintenance system (CAMS) menus and data screens	72
F194	Load and verify line replaceable units (LRUs) with memory loader verifiers (MLVs)	70

TABLE A5

F-16 INTEGRATED AVIONICS JOB
(ST237)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
F196	Operate interphone systems to troubleshoot integrated avionics systems	99
F171	Inspect aircraft wiring	98
P422	Remove or install UHF system LRUs	98
F228	Remove or install cannon-plug or wafer connectors	98
F203	Operationally check HSIs	98
F242	Remove or install HSIs	98
P416	Operationally check UHF systems	98
H267	Operationally check INSs	98
F226	Remove or install avionic systems minor hardware, such as control knobs	98
F195	Operate head up display (HUD) systems for integrated troubleshooting	98
H274	Remove or install INS LRUs	97
G263	Remove or install FCR system LRUs	97
P417	Operationally check VHF systems	97
J297	Operationally check HUD systems	97
F218	Perform safety wiring	97
F227	Remove or install avionic systems relays or relay matrixes	97
P421	Remove or install UHF antennas	97
F197	Operationally check ADIs	96
F223	Remove or install ADIs	96
P408	Isolate malfunctions of UHF systems	96
F170	Adjust avionic systems minor hardware, such as control knobs	96
P423	Remove or install VHF system LRUs	96
G259	Operate FCR for operational checks or troubleshooting of other systems	96
I275	Isolate malfunctions to fire control computers (FCCs) or general avionics computers (GACs)	96
Q424	Insert mode-4 codes	96
J303	Remove or install HUD system LRUs	96
P414	Operationally check intercommunication systems	96
I280	Operate FCCs or GACs for integrated avionic systems	95
P409	Isolate malfunctions of VHF systems	95
F230	Remove or install coaxial cables	95
Q433	Operationally check IFF systems	95
H266	Isolate malfunctions to inertial navigation system (INS) LRUs	95
Q443	Remove or install TACAN system LRUs	95
G257	Isolate malfunctions to FCR system LRUs	95
F188	Isolate malfunctions to defective wiring	95
F187	Isolate malfunctions to avionics relays or relay matrixes	95
F225	Remove or install avionic power panels	95
Q435	Operationally check TACAN systems	95
F240	Remove or install glare shields	95
Q440	Remove or install IFF system LRUs	95
P407	Isolate malfunctions of UHF antennas	95
R447	Isolate malfunctions of radar threat warning systems (RTWSs)	94
I283	Operationally check FCC or GAC systems	94

TABLE A6

F-117 INTEGRATED AVIONICS JOB
(ST261)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
F244	Remove or install IRAD LRUs	100
Q437	Perform BIT on NIACs	100
F245	Remove or install LOIS LRUs	100
F197	Operationally check ADIs	100
Q430	Isolate malfunctions of navigation interface autopilot computers (NIACs)	98
Q442	Remove or install NIAC LRUs	98
F170	Adjust avionic systems minor hardware, such as control knobs	98
P421	Remove or install UHF antennas	98
P407	Isolate malfunctions of UHF antennas	98
Q439	Remove or install AHRS LRUs	98
Q434	Operationally check ILS systems	98
F211	Perform BIT of IRAD systems	96
F181	Isolate malfunctions of infrared acquisition and designation (IRAD) systems	96
Q424	Insert mode-4 codes	96
K309	Operationally check MFDs or CMDIs	96
F171	Inspect aircraft wiring	96
F200	Operationally check EDTMs	96
F172	Inspect flightline support equipment	96
L320	Isolate malfunctions of autopilot systems	96
P422	Remove or install UHF system LRUs	96
Q429	Isolate malfunctions of instrument landing systems (ILSs)	96
I282	Operate WSCSs for integrated avionic systems	95
C108	Access core automated maintenance system (CAMS) menus and data screens	95
V535	Remove or install aircraft safety pins or locks	95
Q432	Operationally check AHRSs	95
L323	Isolate malfunctions of flight control systems	95
Q433	Operationally check IFF systems	95
F203	Operationally check HSIs	95
P408	Isolate malfunctions of UHF systems	95
Q428	Isolate malfunctions of IFF systems	95
F188	Isolate malfunctions to defective wiring	95
F180	Isolate malfunctions of horizontal situational indicators(HSIs)	95
Q435	Operationally check TACAN systems	95
F191	Isolate malfunctions within attitude direction indicators (ADIs)	95
H267	Operationally check INSs	93
K307	Isolate malfunctions to MFD or CMDI systems	93
J302	Remove or install AVTR system LRUs	93
L331	Operationally check autopilot systems	93
K315	Remove or install MFD or CMDI LRUs	93
F196	Operate interphone systems to troubleshoot integrated avionics systems	93
Q427	Isolate malfunctions of attitude heading reference systems (AHRSs)	93
P416	Operationally check UHF systems	93

TABLE A7

MAINTENANCE TRAINING SUPERVISOR JOB
(ST116)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
A65	Plan or schedule work assignments or priorities	100
A13	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	100
C117	Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	100
A7	Conduct self-inspections or self-assessments	100
A12	Counsel subordinates concerning personal matters	100
A15	Determine or establish work assignments or priorities	100
A22	Develop self-inspection or self-assessment program checklists	100
F003	Operationally check HSIs	100
A75	Write performance reports or supervisory appraisals	90
A59	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	90
A72	Supervise military personnel	90
A24	Direct training functions	90
A18	Develop or establish work methods or procedures	90
C122	Review aircraft flight or maintenance records, such as AF Forms 781 series	90
A5	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	90
A10	Conduct supervisory performance feedback sessions	90
A19	Develop or establish work schedules	90
A2	Assign personnel to work areas or duty positions	90
A25	Draft agenda for general meetings, such as staff meetings, briefings, conferences, or workshops	90
C111	Clear Red-X conditions	90
A23	Direct administrative functions	90
A9	Conduct supervisory orientations for newly assigned personnel	90
A55	Inspect personnel for compliance with military standards	90
F198	Operationally check CARAs	90
F171	Inspect aircraft wiring	90
F197	Operationally check ADIs	90
F170	Adjust avionic systems minor hardware, such as control knobs	90
F180	Isolate malfunctions of horizontal situational indicators (HSIs)	90
B99	Maintain training records or files	80
A69	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	80
B101	Plan or schedule training	80
A76	Write recommendations for awards or decorations	80
A32	Establish performance standards for subordinates	80
A45	Evaluate personnel for promotion, demotion, reclassification, or special awards	80
A48	Evaluate work schedules	80
B94	Evaluate personnel to determine training needs	80
H267	Operationally check INSs	80

TABLE A8

INSTRUCTOR JOB
(ST038)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
B100	Personalize lesson plans	100
B79	Administer or score tests	100
B83	Conduct formal course classroom training	89
B95	Evaluate progress of trainees	89
B86	Counsel trainees on training progress	72
A44	Evaluate personnel for compliance with performance standards	61
B98	Inspect training materials or aids for operation or suitability	61
Q435	Operationally check TACAN systems	61
Q433	Operationally check IFF systems	61
P416	Operationally check UHF systems	61
S471	Upload or download TGT pods	61
D147	Maintain technical order libraries	56
E162	Inventory equipment, tools, parts, or supplies	56
C117	Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	56
B99	Maintain training records or files	50
B90	Develop training materials or aids	50
Q424	Insert mode-4 codes	50
B92	Establish or maintain study reference files	44
A59	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	44
E157	Evaluate serviceability of equipment, tools, parts, or supplies	44
Q438	Perform BIT on TACAN systems	44
D129	Annotate security forms for facilities or security containers	44
Q443	Remove or install TACAN system LRUs	44
C108	Access core automated maintenance system (CAMS) menus and data screens	44
B88	Develop formal course curricula, plans of instructions(POIs), or specialty training standards (STs)	39
P422	Remove or install UHF system LRUs	39
A51	Initiate actions required due to substandard performance of personnel	39
R458	Remove or install RTWS LRUs	39
Q440	Remove or install IFF system LRUs	39
A55	Inspect personnel for compliance with military standards	33
B82	Complete student entry or withdrawal forms	33
E163	Issue or log turn-ins of equipment, tools, parts, or supplies	33
A42	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	27
B89	Develop performance tests	28
A24	Direct training functions	22
B84	Conduct OJT	22
D144	Maintain ATOMS accounts	17

TABLE A9

DEBRIEFING JOB
(ST078)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
C108	Access core automated maintenance system (CAMS) menus and data screens	96
C121	Retrieve CAMS listings or reports	96
C122	Review aircraft flight or maintenance records, such as AF Forms 781 series	70
C128	Verify accuracy of CAMS daily inputs	65
C117	Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	65
C125	Update maintenance data collection (MDC) data in CAMS	61
C124	Update historical reports in CAMS	61
C110	Analyze CAMS data	48
A18	Develop or establish work methods or procedures	48
A15	Determine or establish work assignments or priorities	39
A59	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	39
A72	Supervise military personnel	35
B84	Conduct OJT	35
D145	Maintain or update status indicators, such as boards, graphs, or charts	26
A19	Develop or establish work schedules	26
A12	Counsel subordinates concerning personal matters	26
C109	Adjust daily maintenance plans to meet operation commitments	22
A39	Evaluate job-related suggestions	22
A7	Conduct self-inspections or self-assessments	22
B95	Evaluate progress of trainees	22
B87	Determine training requirements	22
B99	Maintain training records or files	17
C123	Review preventive maintenance schedules	13
A74	Write job or position descriptions	13
E154	Coordinate maintenance of equipment with appropriate agencies	9
D130	Compile data for records, reports, logs, or trend analyses	9
C118	Initiate technical order improvement reports	4

TABLE A10

EQUIPMENT SUPPORT JOB
(ST062)

REPRESENTATIVE TASKS	PERCENT MEMBERS PERFORMING
E162 Inventory equipment, tools, parts, or supplies	95
E157 Evaluate serviceability of equipment, tools, parts, or supplies	91
E168 Pick up or deliver equipment, tools, parts, or supplies	82
E158 Identify and report equipment or supply problems	82
E161 Initiate requisitions for equipment, tools, parts, or supplies	82
E169 Store equipment, tools, parts, or supplies	77
E163 Issue or log turn-ins of equipment, tools, parts, or supplies	77
E154 Coordinate maintenance of equipment with appropriate agencies	73
C108 Access core automated maintenance system (CAMS) menus and data screens	73
E165 Maintain documentation on items requiring periodic inspections	68
E166 Maintain organizational equipment or supply records, such as custodian authorization/custody receipt listings (CA/CRLs)	64
A13 Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	64
E159 Initiate documentation to turn in excess or surplus property	64
A7 Conduct self-inspections or self-assessments	59
E167 Maintain precision measurement equipment (PME) calibration schedules	55
D129 Annotate security forms for facilities or security containers	55
A59 Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	55
A18 Develop or establish work methods or procedures	55
A72 Supervise military personnel	50
E160 Initiate letters of justification for supply-related matters	50
A41 Evaluate logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	50
D130 Compile data for records, reports, logs, or trend analyses	45
A15 Determine or establish work assignments or priorities	45
E155 Coordinate supply-related matters with appropriate agencies	45
D151 Review technical order changes	41
D152 Safeguard classified materials	41
D147 Maintain technical order libraries	36

TABLE A11

EXPEDITER JOB
(ST086)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
A15	Determine or establish work assignments or priorities	100
A65	Plan or schedule work assignments or priorities	89
C122	Review aircraft flight or maintenance records, such as AF Forms 781 series	89
C117	Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	89
C109	Adjust daily maintenance plans to meet operation commitments	78
C110	Analyze CAMS data	78
A13	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	78
C123	Review preventive maintenance schedules	78
D145	Maintain or update status indicators, such as boards, graphs, or charts	67
C108	Access core automated maintenance system (CAMS) menus and data screens	67
A59	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	67
A19	Develop or establish work schedules	56
E154	Coordinate maintenance of equipment with appropriate agencies	56
A72	Supervise military personnel	56
C111	Clear Red-X conditions	56
E155	Coordinate supply-related matters with appropriate agencies	56
E168	Pick up or deliver equipment, tools, parts, or supplies	56
A2	Assign personnel to work areas or duty positions	44
A5	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	44
D130	Compile data for records, reports, logs, or trend analyses	44
A17	Develop inputs to mobility, contingency, disaster preparedness, or unit emergency or alert plans	44
C121	Retrieve CAMS listings or reports	33
E158	Identify and report equipment or supply problems	33
A58	Maintain or update contingency plans, mobility plans, or base support plans	33
D136	Identify and report suspected security compromises	33
F172	Inspect flightline support equipment	33
C128	Verify accuracy of CAMS daily inputs	22
A71	Supervise civilian employees	22

TABLE A12
QUALITY ASSURANCE JOB
(ST090)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
C122	Review aircraft flight or maintenance records, such as AF Forms 781 series	96
A37	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	92
D151	Review technical order changes	92
C108	Access core automated maintenance system (CAMS) menus and data screens	88
A73	Write inspection reports	85
A6	Conduct safety inspections of equipment or facilities	85
C117	Initiate or annotate aircraft flight or maintenance records, such as AF Forms 781 series	85
C121	Retrieve CAMS listings or reports	85
F171	Inspect aircraft wiring	81
E157	Evaluate serviceability of equipment, tools, parts, or supplies	81
A59	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	81
D148	Participate in TCTO meetings	81
V503	Inspect airframe	77
V501	Inspect aircraft landing gear systems	77
C110	Analyze CAMS data	77
A7	Conduct self-inspections or self-assessments	73
F172	Inspect flightline support equipment	73
A68	Review drafts of regulations, manuals, or other directives	73
A44	Evaluate personnel for compliance with performance standards	69
C120	Perform time compliance technical order (TCTO) inspections	69
V500	Inspect aircraft hydraulic systems	69
A36	Evaluate inspection report findings or inspection procedures	65
A47	Evaluate safety or security programs	65
A57	Investigate accidents or incidents	65
V502	Inspect aircraft pneumatic systems	65
C118	Initiate technical order improvement reports	65
C116	Initiate deficiency, service, or status reports, such as RODs or PQDRs	62
A39	Evaluate job-related suggestions	62
A31	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	62
C128	Verify accuracy of CAMS daily inputs	62
C113	Evaluate deficiency, service, or status reports, such as RODs or Product Quality Deficiency Reports (PQDRs)	58
C114	Evaluate equipment development or modification data	58
A42	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	54
A27	Draft supplements or changes to directives, such as regulations, manuals, or indexes	54
V521	Perform supplemental inspections, such as acceptance, calendar, or time replacement item	50

TABLE A13

SUPERVISOR JOB
(ST085)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
A72	Supervise military personnel	99
A55	Inspect personnel for compliance with military standards	94
A59	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	91
A10	Conduct supervisory performance feedback sessions	91
A76	Write recommendations for awards or decorations	91
A12	Counsel subordinates concerning personal matters	90
A15	Determine or establish work assignments or priorities	88
A44	Evaluate personnel for compliance with performance standards	88
A32	Establish performance standards for subordinates	88
A75	Write performance reports or supervisory appraisals	87
A19	Develop or establish work schedules	87
A9	Conduct supervisory orientations for newly assigned personnel	86
A65	Plan or schedule work assignments or priorities	85
C108	Access core automated maintenance system (CAMS) menus and data screens	85
A56	Interpret policies, directives, or procedures for subordinates	82
A2	Assign personnel to work areas or duty positions	82
A18	Develop or establish work methods or procedures	82
A45	Evaluate personnel for promotion, demotion, reclassification, or special awards	82
A13	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	81
A48	Evaluate work schedules	79
A7	Conduct self-inspections or self-assessments	79
A69	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	77
C110	Analyze CAMS data	76
A51	Initiate actions required due to substandard performance of personnel	76
A49	Evaluate workload requirements	74
C121	Retrieve CAMS listings or reports	74
A5	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	74
A24	Direct training functions	71
B86	Counsel trainees on training progress	71
C111	Clear Red-X conditions	71
A39	Evaluate job-related suggestions	71
A50	Indorse performance reports or supervisory appraisals	68
B94	Evaluate personnel to determine training needs	68
A38	Evaluate job or position descriptions	68
B99	Maintain training records or files	67
A41	Evaluate logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	67
C122	Review aircraft flight or maintenance records, such as AF Forms 781 series	65

TABLE A14

SAFETY/SECURITY JOB
(ST077)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
A59	Participate in general meetings, such as staff meetings, briefings, conferences, or workshops, other than conducting	100
A7	Conduct self-inspections or self-assessments	100
A77	Write replies to inspection reports	100
A60	Plan briefings, conferences, or workshops	100
A5	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	86
A73	Write inspection reports	86
A25	Draft agenda for general meetings, such as staff meetings, briefings, conferences, or workshops	86
A66	Plan safety or security programs	71
A47	Evaluate safety or security programs	71
A68	Review drafts of regulations, manuals, or other directives	71
A8	Conduct staff assistance visits, inspections, or audits	71
A31	Establish organizational policies, such as operating instructions (OIs) or standard operating procedures (SOPs)	71
A36	Evaluate inspection report findings or inspection procedures	71
A70	Schedule staff assistance visits, inspections, or audits	71
A67	Plan self-inspection or self-assessment programs	71
A22	Develop self-inspection or self-assessment program checklists	71
A34	Evaluate accident or incident reports	57
D145	Maintain or update status indicators, such as boards, graphs, or charts	57
D143	Maintain administrative files	57
A17	Develop inputs to mobility, contingency, disaster preparedness, or unit emergency or alert plans	57
A20	Develop organizational or functional charts	57
A57	Investigate accidents or incidents	43
C108	Access core automated maintenance system (CAMS) menus and data screens	43
C110	Analyze CAMS data	43
D136	Identify and report suspected security compromises	43
D131	Complete accident or incident reports	43
A37	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	29
A53	Initiate incident or accident reports	29
D130	Compile data for records, reports, logs, or trend analyses	29

TABLE A15

TECHNICAL ORDER DISTRIBUTION ACCOUNT JOB
(ST103)

REPRESENTATIVE TASKS		PERCENT MEMBERS PERFORMING
D151	Review technical order changes	100
D144	Maintain ATOMS accounts	100
D147	Maintain technical order libraries	75
D133	Destroy classified materials	75
D134	Establish accountability records for classified materials or documents	63
D141	Inventory classified materials	63
D135	Establish automated technical order management system (ATOMS) accounts	50
D146	Maintain publication libraries, other than technical order libraries	38
A7	Conduct self-inspections or self-assessments	38
A6	Conduct safety inspections of equipment or facilities	25
D150	Review publishing bulletins	25
D152	Safeguard classified materials	25
D142	Maintain accountability records for classified materials or documents	25
E169	Store equipment, tools, parts, or supplies	25
D143	Maintain administrative files	13
E154	Coordinate maintenance of equipment with appropriate agencies	13
E167	Maintain precision measurement equipment (PME) calibration schedules	13
A44	Evaluate personnel for compliance with performance standards	13
A10	Conduct supervisory performance feedback sessions	13
E168	Pick up or deliver equipment, tools, parts, or supplies	13
A55	Inspect personnel for compliance with military standards	13
D145	Maintain or update status indicators, such as boards, graphs, or charts	13
E157	Evaluate serviceability of equipment, tools, parts, or supplies	13
E162	Inventory equipment, tools, parts, or supplies	13
A19	Develop or establish work schedules	13
A8	Conduct staff assistance visits, inspections, or audits	13
A14	Determine or establish publication requirements	13
D129	Annotate security forms for facilities or security containers	13
D130	Compile data for records, reports, logs, or trend analyses	13

THIS PAGE INTENTIONALLY LEFT BLANK